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Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Budget performance for the period from 1 July 2014 to 30 June 2015, financing for the period from 1 July 2015 to 30 June 2016 and proposed budget for the period from 1 July 2016 to 30 June 2017 of the support account for peacekeeping operations

Report of the Advisory Committee on Administrative and Budgetary Questions

Appropriation for 2014/15	$326,047,300
Expenditure for 2014/15	$324,166,600
Unencumbered balance for 2014/15	$1,880,700
Appropriation for 2015/16	$336,495,800
Projected expenditure for 2015/16[a]	$336,495,000
Estimated unencumbered balance for 2015/16	$800
Proposal by the Secretary-General for 2016/17	$332,141,600
Recommendation of the Advisory Committee for 2016/17	$327,380,300

[a] Estimates as at 31 January 2016 (see sect. III below).

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Abbreviations

AMISOM	African Union Mission in Somalia
FS	Field Service
GS (OL)	General Service (Other level)
GS (PL)	General Service (Principal level)
ICT	Information and communications technology
IPSAS	International Public Sector Accounting Standards
IT	Information technology
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
NGS	National General Service
NPO	National Professional Officer
OHCHR	Office of the United Nations High Commissioner for Human Rights
OIOS	Office of Internal Oversight Services
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNISFA	United Nations Interim Security Force for Abyei
UNLB	United Nations Logistics Base at Brindisi, Italy
UNMIL	United Nations Mission in Liberia
UNMISS	United Nations Mission in South Sudan
UNOAU	United Nations Office to the African Union
UNOCI	United Nations Operation in Côte d'Ivoire
UNSOS	United Nations Support Office for Somalia
UNTSO	United Nations Truce Supervision Organization

I. Introduction

1. **The recommendations of the Advisory Committee on Administrative and Budgetary Questions would entail a reduction of $4,761,300 to the proposed budget for the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017 (A/70/751) (see sects. IV and V below).**

2. The Advisory Committee has considered an advance version of the report of the Secretary-General on the proposed budget for the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017 (A/70/751) and related reports, including the report of the Independent Audit Advisory Committee on the proposed budget of the Office of Internal Oversight Services under the support account for 2016/17 (A/70/759). The documents reviewed and those used for background by the Committee in its consideration of the financing of the support account are listed at the end of the present report. During its consideration of the reports, the Committee met with representatives of the Secretary-General, who provided additional information and clarification, concluding with written responses dated 26 April 2016.

3. The report of the Advisory Committee on observations and recommendations on cross-cutting issues related to peacekeeping operations is contained in document A/70/742. The Committee's report on the report of the Board of Auditors on the accounts of the United Nations peacekeeping operations for the period ended 30 June 2015 (A/70/5 (Vol. II), chap. II) is contained in document A/70/803. In the present report, the Committee deals with resources and other items that relate specifically to the support account for peacekeeping operations.

II. Performance report for the period from 1 July 2014 to 30 June 2015

4. The Secretary-General provides information on the budget performance of the support account for peacekeeping operations for the period from 1 July 2014 to 30 June 2015 in his report on that subject (A/70/612). A summary of key initiatives undertaken by the departments and offices concerned is provided in paragraphs 4 to 7 of the report, and a list of core training activities is contained in its section IV. Information on planned and actual outputs relating to resource performance by all of the departments and offices funded from the support account is contained in document A/70/612/Add.1.

5. In paragraph 3 of his report on the budget performance of the support account for 2014/15 (A/70/612), the Secretary-General indicates that a number of Security Council decisions had an impact on the activities of the departments and offices backstopping and supporting peacekeeping operations, in particular: (a) in the Central African Republic, the continued deployment and the increase of the troop and police ceilings of MINUSCA (Security Council resolution 2212 (2015)); (b) in the Democratic Republic of the Congo, the reduction of the force, while maintaining an authorized troop ceiling, and the development of an exit strategy for MONUSCO jointly with the Government of the Democratic Republic of the Congo (Security Council resolution 2211 (2015)); (c) in South Sudan, the realignment of UNMISS with the reprioritized mandate (Security Council resolution 2155 (2014)); (d) in Mali, the inclusion of at least 40 military observers to MINUSMA to monitor and

supervise the ceasefire in support of the peace agreement (Security Council resolutions 2164 (2014) and 2227 (2015)); (e) in Haiti, the further drawdown of troops and the consolidation of MINUSTAH (Security Council resolution 2180 (2014)); (f) in Liberia, the additional good offices and electoral assistance mandate and the further drawdown of UNMIL (Security Council resolutions 2190 (2014) and 2215 (2015)); and (g) in the Sudan, the revision of strategic priorities and the related refocusing and streamlining of activities across the military, police and civilian components of UNAMID (Security Council resolution 2148 (2014)).

6. The total amount of resources approved by the General Assembly for the support account for the financial period 2014/15 was $326,047,300 (gross), inclusive of the amount of $20,054,700 for the Umoja enterprise resource planning project and $821,500 for information and systems security. According to the Secretary-General, actual expenditure for the period totalled $324,166,600, resulting in an unutilized balance of $1,880,700. The Secretary-General is requesting the Assembly to decide on the treatment of the unencumbered balance of $1,880,700 with respect to the period from 1 July 2014 to 30 June 2015, as well as on the treatment of other income and adjustments amounting to $2,328,300. The Secretary-General is also requesting the Assembly to apply the excess of the authorized level of the Peacekeeping Reserve Fund in respect of the financial period ended 30 June 2015 in the amount of $910,600 to the support account requirements for the period from 1 July 2016 to 30 June 2017 (see sect. V below).

7. Tables 1 and 2 of the performance report present summaries of the resource performance for the period 2014/15 by category of expenditure and by department/office, respectively. Expenditure for the period amounted to $324,166,600, against the appropriation of $326,047,300, reflecting a balance of $1,880,700, or 0.6 per cent. The balance of $1,880,700, in gross terms, reflects: (a) overexpenditure of $2,077,500, or 1 per cent, in respect of post resources; and (b) underexpenditure of $3,958,200, or 4.2 per cent, in respect of non-post resources, resulting mainly from reduced requirements under general temporary assistance ($954,200, or 4.4 per cent), consultants ($1,184,600, or 25.6 per cent), official travel ($1,164,600, or 11.2 per cent), facilities and infrastructure ($423,400, or 1.8 per cent) and other supplies, services and equipment ($1,800,600, or 11.0 per cent), offset in part by overexpenditure under communications ($254,000, or 11.8 per cent) and information technology ($1,315,200, or 8.3 per cent). A more detailed analysis of the major variances in resource performance for 2014/15 is provided in paragraphs 8 to 15 of the performance report. The comments of the Advisory Committee on the information presented in the performance report with respect to individual objects of expenditure can be found, where relevant, in the discussion of the proposed budget for the period 1 July 2016 to 30 June 2017 in section IV below.

III. Updated financial information in respect of the current period

8. The Advisory Committee was provided with information on current and projected expenditure for the financial period from 1 July 2015 to 30 June 2016, which showed that expenditure, as at 31 January 2016, amounted to $195,153,700. At the end of the current financial period, the estimated total expenditure would

amount to $336,495,000, against the appropriation of $336,495,800, leaving a projected unencumbered balance of $800.

IV. Proposed budget for the period from 1 July 2016 to 30 June 2017

A. General considerations

Support account resource requirement level

9. The Secretary-General indicates that, pursuant to the request by the General Assembly that the level of the support account be reviewed on a regular basis, and given the changes in the number, size and complexity of peacekeeping operations, the Secretariat has thoroughly reviewed the requirements under the support account, realigning the resources with the emerging priorities of the Organization. Upon enquiry, the Advisory Committee was informed that, while the resource requirements for 2016/17 had been thoroughly reviewed, the requirement for additional capacity in the substantive areas had been larger than the reduction in administrative functions, owing to emerging priorities in the areas of strategic communications, force generation, peace sustainment programmes, the prevention of sexual exploitation and abuse, environmental responsibility, medical, the safety of staff and human rights initiatives.

10. In paragraph 1 of his report, the Secretary-General provides an overview of financial and human resources for peacekeeping operations in comparison with the resources for the support account for the financial periods from 2011/12 to 2016/17. The Advisory Committee notes from the information provided that the authorized level of military and police personnel, excluding UNMOGIP and UNTSO, funded from the biennial programme budget reached a peak of 149,264 in 2014/15 and has since been decreasing (141,549 approved in 2015/16 and 137,859 projected for 2016/17). The Committee also notes that the number of civilian personnel in United Nations peacekeeping operations and UNSOS reached a peak of 24,291 in 2011/12 and has been decreasing every year, with a projected level of 20,029 in 2016/17. Furthermore, the Committee notes that the overall budgets of peacekeeping missions, UNSOS and the Regional Service Centre in Entebbe, Uganda, peaked at $7.9 billion in 2014/15 and have been decreasing, with $7.83 billion projected for 2016/17. Against that background, the Committee notes that the overall requirements, excluding provisions for enterprise resource planning and information and systems security, as well as the number of posts and positions under the support account have been increasing every year, from $292.3 million and 1,429 staff in 2012/13 to $314.5 million and 1,481 staff projected for 2016/17. The Committee also notes that the proposed post and non-post requirements for 2016/17 (excluding requirements for enterprise resource planning and information and systems security) reflect an increase of 3.3 per cent, or $10.1 million, compared with the post and non-post resources authorized for 2015/16.

11. **The Advisory Committee notes that the proposed increase in the budget of the support account for 2016/17 is being made at a time of continued reductions in the budgets of, as well as the authorized levels of both uniformed and civilian personnel in, peacekeeping operations, UNSOS and the Regional Service Centre in Entebbe. In this regard, the Committee recalls that the General**

Assembly, most recently in its resolution 69/308, has emphasized that the support account should broadly correspond to the mandate, number, size and complexity of peacekeeping missions. The Committee further reiterates the Assembly's request, contained in the same resolution, that the Secretary-General review the level of the support account on a regular basis, taking into consideration the number, size and complexity of peacekeeping operations, and that support functions should be scalable to the size and scope of peacekeeping operations.

12. The Advisory Committee requested an update on the number of approved senior-level posts (D-1 and above) funded under the support account for the period from 2011/12 to the present time. Table 1 shows that the total number of posts and positions at the level of D-1 and above increased from 34 in 2012/13 to the 43 proposed for 2016/17. Compared with 2015/16, the projected number of posts and positions in this category reflect an increase of six posts, comprising: (a) one post of Director of the United Nations Mine Action Service (D-2) and one post of Chief of Public Affairs (D-1) in the Department of Peacekeeping Operations; (b) two D-1 posts (1 Chief of Staff and 1 Head of the Institutional and Operational Partnership Service) in UNOAU; (c) one post of Team Leader (D-1) in the UNSOS Headquarters Support Team in the Department of Field Support; and (d) one position of Senior Project Team Leader (D-1) for the United Nations Secretariat Safety and Security Integration Project team in the Department of Safety and Security.

13. **In previous reports, the Advisory Committee has expressed concern over the apparent upward shift in the grade structure of the United Nations Secretariat (see A/68/7, para. 102; A/69/572, para. 134; A/70/7, para. 88; and A/70/764, para. 10). While noting the increasing demands on the Organization, the Committee does not believe that this should necessarily translate into an upward trend in terms of senior positions, since that may lead to the fragmentation of leadership responsibilities and diffused accountability. Therefore, the Committee expects that greater efforts will be undertaken to ensure that, before proposals for high-level positions are presented, a review of existing functions and structures is undertaken.** In paragraphs 42, 50, 66, 69 and 113 of the present report, the Committee makes recommendations regarding specific proposals for posts and positions at the level of D-1 and above.

Table 1
Approved/proposed posts/positions, D-1 level and above, funded from the support account, 2011/12 to 2016/17[a]

	DPKO		*UNOAU*		*DFS*		*DM*		*OIOS*		*EOSG*		*DSS*		*Subtotal*			*Percentage*	
	D-2	*D-1*	*D-2*	*D-1*	*D-2*	*D-1*	*D-2*	*D-1*	*D-2*	*D-1*	*D-2*	*D-1*	*D-2*	*D-1*	*D-2*	*D-1*	*Total*	*D-2*	*D-1*
2011/12	4	11	–	–	3	9	1	3	–	3	–	1	–	–	8	27	1 457	0.5	1.9
2012/13	4	11	–	–	3	8	1	3	–	3	–	1	–	–	8	26	1 429	0.6	1.8
2013/14	5	12	–	–	3	10	1	3	–	3	–	1	–	–	9	29	1 435	0.6	2.0
2014/15	5	12	–	–	3	10	1	3	–	3	–	1	–	–	9	29	1 458	0.6	2.0
2015/16	4	13	–	–	3	9	1	3	–	3	–	1	–	–	8	29	1 461	0.5	2.0
2016/17 (proposed)	5	14	–	2	3	10	1	3	–	3	–	1	–	1	9	34	1 481	0.6	2.3

Abbreviations: DFS, Department of Field Support; DM, Department of Management; DPKO, Department of Peacekeeping Operations; DSS, Department of Safety and Security; EOSG, Executive Office of the Secretary-General.

[a] Approved posts for the periods 2011/12 to 2015/16 and proposed posts for 2016/17.

Budget presentation

14. During its consideration of the budget for the support account for 2015/16, the Advisory Committee made comments on the presentation of information in the budget report and the challenges of providing information on human and financial resources that was clear, consistent and comparable over different periods. The Committee encouraged the Secretary-General to explore presentational improvements in the budget in order to facilitate better understanding and comparisons between financial periods (see A/69/860, para. 5). In the proposed budget for 2016/17, the Committee notes specific improvements, such as the table accompanying paragraph 17, which presents the resource elements that have contributed to the increase between the approved budget for 2015/16 and the proposed budget fo 2016/17; and the table accompanying paragraph 30, which summarizes the financial implications of the staffing proposals (posts and general temporary assistance positions) contained in the budget report. The Committee also notes that for easy reference, those tables indicate the paragraphs of the report in which the relevant details can be found. **The Advisory Committee commends the efforts made to include tables which summarize the particular aspects of the information contained in the budget report in order to facilitate their consideration by the Committee and by the General Assembly. The Committee encourages the Secretary-General to continue exploring ways to improve the presentation of such information in budget submissions.** Upon request, the Committee was provided with a table summarizing the consultancy requirements requested under the support account for 2016/17 by each department and office, showing details such as: expertise of the consultants; person-months budgeted; rate and amount of remuneration; output reference; description of activity; specific mandate or recommendation by which the consultancy was being requested; and whether the consultancy was newly requested or continuing from the previous period. **The Advisory Committee requests that a similar table be included in future support account budget submissions.**

Evolution of the support account

15. The Advisory Committee recalls that the General Assembly, in its resolution 62/250, reiterated the request made in its resolution 61/279 that the Secretary-General submit a comprehensive report on the evolution of the support account at the second part of its resumed sixty-third session within the context of the budget proposal for the support account for 2009/10. As reported in the budget for the support account for 2009/10 (see A/63/767 and Corr.1, paras. 54-62) and reflected in the Committee's related report (see A/63/841, paras. 41-45), the study sought to identify the key drivers of the historical growth of the support account from 1999/2000 to 2008/09 and concluded, inter alia, that the evolution of the support account was correlated with the increased complexity of peacekeeping mandates and the significant increase in the deployment of peacekeeping personnel to the field. The study also noted that, over time, the core role of the support account had changed from backstopping to a centre of support services, with the evolution of the nature of field missions and the demands placed on peacekeeping personnel. In addition, the study indicated that the efficiency and economy gains that could be made through the information technology advances, increased delegation of authority and business process improvements could best be utilized to meet the continuing demands on the support account. The Committee, in its related observations and on the basis of its concern about the growth rate of the support account, emphasized that the pace of growth needed to be addressed through a different conceptual approach, anchored in creating managerial capacity and structures that could handle multiple tasks and functions with greater efficiency and improved coordination at Headquarters.

16. The Advisory Committee also recalls that the Secretary-General proposed a follow-up study on the evolution of the support account in order to develop a staffing model that would attempt to relate the support account staffing needs to the size and nature of peacekeeping operations. Resources in the amount of $207,000 were approved for a follow-up study for that purpose under the support account, and information on the results of the study was provided in the budget for the support account for the period 2011/12 (see A/65/761, paras. 51-65). The Advisory Committee, in its related report (A/65/827), expressed the opinion, which was endorsed by the General Assembly in its resolution 65/290, that the Secretary-General should draw upon lessons learned from the studies that had been undertaken. The Committee pointed out the cumulative cost of the studies undertaken by external consultants and expressed the view that the ultimate responsibility for developing concrete and practical proposals on a staffing model for the support account rested with the Secretariat, using in-house institutional knowledge and available resources (see A/65/782, para. 23). The Committee also expressed the view that there should be a determination of what constitutes a core or basic capacity necessary to effectively manage and backstop peacekeeping operations and what constitutes a scalable capacity that responds to changes in the level of peacekeeping activity. Such a determination, in the Committee's view, should be accompanied by an assessment of the management capacities, structures and processes that can handle multiple tasks and functions with greater efficiency and coordination between Headquarters and the field.

17. In addition, the Committee expressed the view that any staffing model or support account proposal must take into account the totality of resources available, including support account posts, regular budget posts and other types of staffing

designations, such as general temporary assistance positions, consultants and contractors at Headquarters and counterpart capacities in the missions and, if applicable, other field-based entities of the United Nations.

18. **The Advisory Committee notes that, since the time when the above-mentioned review was undertaken, the level of resources under the support account has continued to increase. The Committee also notes that, over the same period, the implementation of organizational transformation initiatives such as the global field support strategy and its related focus areas, including shared service centres and supply chain management improvements, as well as the Umoja enterprise resource planning system, have created opportunities for greater economy, efficiency and flexibility in the delivery of operational support services for field missions. The Committee continues to note with concern, however, that these initiatives have not had a discernible impact on the levels of resources being requested in the successive annual budgets of the support account, which continue to increase even as the budgets and the levels of both uniformed and civilian personnel in peacekeeping missions have been decreasing. The Committee considers that, beyond the annual budgeting process, the current trend requires further review in order to determine its underlying factors. In that regard, the Committee recommends that the General Assembly request the Secretary-General to undertake a follow-up study on the support account and submit his findings to the Assembly, no later than at the time of his 2018/19 budget submission, in relation to: the optimal level of support account resources vis-à-vis the level of peacekeeping resources and the increasing complexity of peacekeeping mandates as well as organizational transformation initiatives; global and regional service centres; the placement of tenant units outside New York; and other measures that have been implemented in peacekeeping since the most recent review.**

B. Overall resource requirements

19. In his report on the budget for the support account for the period from 1 July 2016 to 30 June 2017 (A/70/751), the Secretary-General proposes total resource requirements (including requirements for enterprise resource planning and information and systems security) estimated at $332,141,600 (gross), a decrease of $4,354,200 compared with the appropriation for 2015/16. The Advisory Committee was provided with a table setting out the resource requirements for the support account for 2016/17 showing the overall post and non-post resources requested and a breakdown of the resources under each department and office to be funded from the support account (see annex I). The total resource requirements proposed for 2016/17 include the following:

(a) Post and non-post resources in the amount of $314,489,700 (which excludes requirements for enterprise resource planning and information and systems security), representing an increase of $10,122,100, or 3.3 per cent, compared with the post and non-post resources approved for 2015/16;

(b) Enterprise resource planning project requirements in the amount of $16,830,400, representing a decrease of $14,476,300, or 46.2 per cent, compared with the provision for 2015/16;

(c) Information and systems security requirements in the amount of $821,500, pursuant to General Assembly resolution 68/247 and based on the recommendation made by the Advisory Committee in its report on progress on the implementation of recommendations related to strengthening information and systems security across the Secretariat (see A/68/7/Add.11, paras. 23 and 24) (see A/70/751, para. 47).

20. The Secretary-General provides an analysis of the proposed resource requirements for 2016/17 in paragraphs 17 to 51 of his report. The net increase of $10,122,100 for 2016/17 reflects the following (excluding the provisions for the enterprise resource planning project and information and systems security):

(a) An increase under post resources ($7,536,800, or 3.5 per cent), attributable primarily to: (i) the application of lower vacancy factors to the Professional category; (ii) the estimation of higher common staff costs; (iii) the updating of the standard salary costs; (iv) the proposed net increase of seven new posts; (v) the proposed transfer of nine posts from the budget of UNLB to the budget of the support account; and (vi) the proposed conversion of two posts;

(b) An increase under non-post resources ($2,585,300, or 2.9 per cent), attributable primarily to the net increases in requirements under: consultants ($73,400, or 1.2 per cent); official travel ($885,700, or 9.2 per cent); facilities and infrastructure ($161,400, or 0.7 per cent); ground transportation ($109,300), attributable primarily to the transfer of associated costs from other supplies, services and equipment; communications ($651,700, or 31.5 per cent); information technology ($1,074,400, or 7.4 per cent); and medical ($143,100), attributable primarily to the transfer of associated costs from other supplies, services and equipment. The increases under non-post resources are offset in part by decreases in requirements under general temporary assistance ($509,400, or 2.8 per cent) and other supplies, services and equipment ($4,300, or 0.03 per cent).

21. **The Advisory Committee recommends the approval of the resource requirements proposed for 2016/17 under the support account, subject to its comments and recommendations contained in the paragraphs below.**

Budget parameters

22. The budget parameters applied with respect to post and non-post resources for 2016/17 are explained in paragraphs 52 to 57 of the report of the Secretary-General. Standard salary costs established for New York by the Office of Programme Planning, Budget and Accounts have been applied to all posts at Headquarters, and the standard salary costs for Geneva, Addis Ababa, Vienna, Nairobi and Entebbe have been applied to posts at OHCHR, UNOAU and the regional investigation hubs of OIOS at those duty stations.

Vacancy rates

23. The Secretary-General indicates that, in accordance with the recommendation of the Advisory Committee (see A/69/860, paras. 22 and 23), budgeted vacancy rates should, to the extent possible, be based on actual vacancy rates. The Secretary-General also indicates that the computation of requirements for continuing posts reflects the application of the average actual vacancy factors of the first six months of the 2015/16 period. As for new posts, the Secretary-General indicates that the

same vacancy factors as those recommended for new posts in 2015/16 have been applied. In that regard, the Secretary-General indicates that the most up-to-date vacancy rates will be provided to the General Assembly at the time of its consideration of the support account budget to enable the Assembly to make an informed decision. Information on proposed and actual vacancy rates for 2014/15 and 2015/16, as well as proposed vacancy rates for 2016/17, is summarized in table 2. **The Advisory Committee notes that, in accordance with its recommendations, the proposed vacancy rates for 2016/17 for continuing posts and general temporary assistance positions have been aligned with either the actual vacancy rates as at 31 December 2015 or the average actual vacancy rates for the period from 1 July to 30 December 2015. The Committee also notes that vacancy rates of 50 per cent and 35 per cent have been applied for the Professional and higher categories and the General Service and related categories, respectively, in accordance with its above-mentioned recommendation, which was endorsed by the General Assembly in its resolution 69/308.**

Table 2
Vacancy rates, 2014/15 to 2016/17

	SG proposal 2014/15	*Approved 2014/15*	*Actual average 2014/15*	*SG proposal 2015/16*	*Approved 2015/16*	*Actual average Jul-Dec 2015*	*Actual as at 31 Dec 2015*	*SG proposal 2016/17*
Posts								
Continuing								
Professional and higher	10.0	12.0	10.8	12.0	12.0	10.6	10.6	10.6
General Service and related	5.0	6.0	5.8	6.0	6.0	6.8	7.9	6.8
New								
Professional and higher	50.0	50.0	–	12.0	50.0	–	–	50.0
General Service and related	35.0	35.0	–	6.0	35.0	–	–	35.0
General temporary assistance positions								
Continuing								
Professional and higher	6.0	9.0	18.5	9.0	14.0	14.2	15.9	14.2
General Service and related	5.0	5.0	13.0	5.0	10.0	18.6	15.4	18.6
New								
Professional and higher	50.0	50.0	–	9.0	50.0	–	–	50.0
General Service and related	35.0	35.0	–	5.0	35.0	–	–	35.0

Abbreviation: SG, Secretary-General.

Common staff costs

24. In paragraph 53 of his report, the Secretary-General indicates that the updated common staff costs for staff funded from the support account for 2016/17 have been estimated at 48.4 per cent of net salaries, which is higher than the estimate of 47.8 per cent of net salaries for 2015/16. He also indicates that the higher rate for 2016/17 is based on the actual expenditures incurred in 2014/15. Upon request, the Committee was provided with information on the budgeted and actual percentage of common staff costs applied in recent budget cycles, as summarized in table 3.

Table 3
Common staff costs as a percentage of net salaries, 2011/12-2016/17

	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Budgeted	45.0	45.0	50.0	49.3	47.8	48.4[a]
Actual average	49.7	49.3	51.9	48.4	51.2[b]	–

[a] Proposed rate for the 2016/17 period.
[b] For the period from 1 July to 31 December 2015.

25. **The Advisory Committee recommends that the General Assembly request the Secretary-General to keep common staff costs under close review, including the cost factors driving the variation in costs from period to period.**

Post resources

26. The Secretary-General's proposed post requirements for the support account for 2016/17 amount to $222,167,800, representing an increase of $7,536,800, or 3.5 per cent, compared with the apportionment for 2015/16. The amount provides for 1,365 posts (942 Professional and 423 General Service), compared with the 1,347 posts approved for 2015/16 (918 Professional and 429 General Service), representing a net increase of 18 posts (see A/70/751, summary and sect. II). The proposed net increase of 18 posts reflects the establishment of 29 posts (18 newly established posts, the transfer of 9 posts from UNLB to the support account and the conversion of 2 general temporary assistance positions to posts) and the abolishment of 11 posts.

27. The proposed staffing changes and the related comments and recommendations of the Advisory Committee are contained in the Committee's discussion of the staffing proposals for each department and office, set out below. Information on the Secretary-General's proposals for 2016/17 with respect to posts, by department and office, is contained in annexes II and III to the present report.

Non-post resources

General temporary assistance

28. The Secretary-General proposes resource requirements in the amount of $17,680,000 under general temporary assistance, representing a decrease of $509,400, or 2.8 per cent, compared with the apportionment for 2015/16. The decrease is attributable primarily to: the application of higher vacancy factors (see table 2) and the updating of the standard salary costs, offset in part by the proposed net increase of two positions, as explained below. It is indicated that a total of 116 positions (110 continued and 6 new) funded under general temporary assistance are proposed for 2016/17, compared with the 114 approved positions for 2014/15. A complete list of the general temporary assistance staffing proposals for 2016/17 is contained in annex IV to the present report. The net increase of two positions for 2016/17 reflects the following:

(a) The establishment of a total of six new positions (1 Medical Officer (P-4) and 1 Health Quality Officer (P-3) in the Medical Service Division of the Office for Human Resources Management; 1 Conflict Resolution Officer (P-4) in the Regional Ombudsman's Office in Entebbe; and 1 Project Team Leader (D-1), 1 Senior Project

Manager (P-5) and 1 Project Manager (P-4) in the Department of Safety and Security);

(b) The conversion of two positions to posts (1 Legal Officer (P-3) in the Office of Staff Legal Assistance, Nairobi, and 1 Administrative Officer (P-4) in the secretariat of the Advisory Committee on Administrative and Budgetary Questions;

(c) The discontinuation of two positions (1 Senior Logistics Officer (P-5) and 1 Planning Officer (Engineer) (P-4) in the Logistics Support Division of the Department of Field Support).

29. In the Investigations Division of OIOS, the Secretary-General proposes the redeployment of the following investigation positions: one P-5, one P-4, two P-3 and one national General Service positions from UNOCI to MINUSMA; one P-3 position from the Regional Investigations Office in Vienna to MINUSMA; one P-3 position from UNMIL to the Regional Investigations Office in Vienna; and one P-3 position from the Regional Investigations Office in Entebbe to MINUSCA.

30. The comments and recommendations of the Advisory Committee on specific general temporary assistance proposals are included in its discussion of the proposals for the corresponding departments and offices.

Consultants

31. The proposed resources for consultants for 2016/17 amount to $6,123,000, representing an increase of $73,400, or 1.2 per cent, compared with the provision for 2015/16 and representing 1.9 per cent of the total resource requirements of the proposed budget for 2016/17 (see A/70/751, summary and para. 50 and accompanying table). In paragraph 50 of his report, the Secretary-General sets out the criteria on the basis of which the consultancy requirements have been proposed, with the accompanying table summarizing the budgetary provisions under consultants, including as a percentage of the support account, since the financial period 2011/12 (excluding provisions for the enterprise resource planning project and information and systems security). In paragraph 51, the Secretary-General indicates that the consultancy provision for 2016/17 reflects requirements for specialized expertise that cannot be accommodated in-house, with the accompanying table providing a breakdown of the allocation of consultant resources by department/office and also indicating which consultancies are continuing and which are new. The requirements include a provision of $1,899,000 for consultants to continue: supporting the preparation of IPSAS-compliant financial statements for peacekeeping missions; providing guidance to support IPSAS accounting and reporting as well as IPSAS sustainability; and supporting the deployment of Umoja in peacekeeping operations. The requirements also include $1,500,000 for the development of an implementation framework for supply chain management and a related training programme for field missions. The Advisory Committee notes from the Secretary-General's proposals that the requirements for consultants have been increasing over the past two budget periods, from $3,450,700 (actual expenditure) in 2014/15 to $6,049,600 approved for 2015/16 and $6,123,000 proposed for 2016/17. While the Secretary-General indicates that the requested resources for 2016/17 are for specialized expertise not available in-house, the Committee continues to note specific instances in which consultant resources have been requested for activities that should have been undertaken using available in-house expertise (see paras. 58, 76, 78, 87 and 94 below). **The Advisory Committee**

reiterates the request of the General Assembly in its resolution 60/268 that the Secretary-General, when proposing resources for consultancies, include, inter alia, information on why the expertise is not available within the Organization. The Committee encourages the Secretary-General to further review the need for consultants and to build his in-house capacity and use it to the fullest.

Official travel

32. The proposed requirements for official travel for 2016/17 amount to $10,523,900, representing an increase of $885,700, or 9.2 per cent, compared with the apportionment for 2015/16 (see A/69/750, summary). In paragraph 39 of his report, the Secretary-General attributes the increase in travel requirements primarily to: (a) the triennial meeting of the Working Group on Contingent-Owned Equipment to be held in New York in 2017; (b) the travel linked to the proposed assessment centre in Bonn (see paras. 73-76 below); and (c) the increased requirements in the Department of Peacekeeping Operations and OHCHR for new activities, partly in relation to the implementation of the recommendations contained in the report of the Secretary-General on the future of United Nations peace operations (A/70/357-S/2015/682).

33. In its previous report (see A/69/860, para. 67), the Advisory Committee noted the low rates of compliance in the Department of Peacekeeping Operations (36 per cent) and the Department of Field Support (35 per cent) with the 16-day advance purchase policy. The Committee also noted that these low compliance rates were generally consistent with those observed in peacekeeping missions by the Board of Auditors in its report on peacekeeping operations for the 2013/14 period (A/69/5 (Vol. II), chap. II, para. 62). Upon request, the Committee was provided with a table showing the quarterly rate of compliance with the advance purchase policy by department/office for the period from the third quarter of 2014 to the third quarter of 2015 (see annex V). From the information provided, the Committee continues to observe low rates of compliance with the 16-day advance purchase policy, particularly in the Department of Field Support (33.5 per cent), the Department of Peacekeeping Operations (33 per cent) and UNOAU (17.7 per cent). **The Advisory Committee notes with concern the lack of progress in the compliance with the 16-day advance purchase policy.**

34. During its consideration of the mission budget proposals for 2016/17, the Advisory Committee was provided with a detailed breakdown of the estimates proposed for 2016/17 under official travel. The Committee noted further instances in which more prudent use of the Organization's resources would have been expected, for example, in further combining travel activities to achieve efficiencies and in reducing the duration of, or the number of staff travelling on, each trip or the utilization of videoconferencing.

35. **The Advisory Committee reiterates the view that insufficient attention has been given to the implementation of General Assembly resolution 67/254 A with respect to the standards of accommodation for air travel, particularly the 16-day advance booking of tickets. The Committee is also of the view that greater emphasis on the utilization of videoconferencing; full application of the rules on the use of economy-class travel for all training-related and knowledge-sharing activities; the further review of the number of staff travelling on each trip; and the possibility of combining trips, whenever possible, could yield**

further efficiencies and keep the growing cost of official travel under control, while ensuring the full implementation of mandated activities. In that regard, the Committee recommends the approval of the resources in the amount of $514,500 requested in relation to the triennial meeting of the Working Group on Contingent-Owned Equipment under official travel. The Committee also recommends that, with the exception of the resources proposed for the meeting, the level of resources for official travel for all departments and offices be maintained at the 2015/16 levels.

Communications and information technology

36. The proposed requirements for communications for 2016/17 amount to $2,722,800, representing an increase of $651,700, or 31.5 per cent, compared with the apportionment for 2015/16, while the proposed requirements for information technology amount to $15,558,400, representing an increase of $1,074,400, or 7.4 per cent, compared with the apportionment for 2015/16 (see A/69/750, summary). In paragraphs 42 and 43 of his report, the Secretary-General indicates that the increase in requirements under those resource categories is due primarily to: (a) the replacement of outdated equipment in the Department of Peacekeeping Operations, the Department of Field Support and UNOAU; (b) the proposed new field IT applications in the Department of Field Support; (c) the increase in standard costs associated with the OIOS field offices in Entebbe; and (d) the net effect of the transfer of associated costs from the communications and other supplies, services and equipment classes. The Committee makes comments and recommendations on specific issues under the information technology resource category in subsections C and D below.

Umoja benefits

37. In paragraph 4 of his report, the Secretary-General indicates that the level of resources proposed for 2016/17 reflects the commitment of the Secretariat to prioritize activities and realize efficiency gains from the implementation of Umoja at United Nations Headquarters. Upon enquiry, the Advisory Committee was informed that, for the support account, efforts had been made to streamline resource requirements through the abolishment of posts and positions as well as reductions in non-post resources in certain areas, resulting in a total of $1,200,300 identified as Umoja benefits in backstopping functions, as summarized in table 4.

Table 4
Umoja benefits identified under the support account for the 2016/17 period
(United States dollars)

Category	*Benefits*	*Description*
Department of Peacekeeping Operations	145 500	Abolishment of 1 post of Administrative Assistant (General Service (Other level)) in the Executive Office ($107,300), related non-post resources ($18,300) and reduction of 25 per cent of mobile office licences ($19,900)
Department of Field Support	536 700	Abolishment of 3 posts of Human Resources Assistant (General Service (Other level)) in the Field Personnel Division and maternity leave replacement ($437,900), related non-post resources ($54,900) and reduction of 25 per cent of mobile office licences ($7,900)
UNOAU	28 100	Abolishment of 1 post of Facilities Management Assistant (national General Service)
Department of Management	490 000	Abolishment of 1 post of Finance and Budget Assistant (General Service (Other level)) in the Peacekeeping Financing Division and 1 post of Team Assistant (General Service (Other level)) in the Procurement Division ($214,600), related non-post resources ($36,600), IPSAS consultants ($84,000), IT ($128,500) and mobile office licences due ($26,300)
Total	**1 200 300**	

38. The Secretary-General also indicates in his report that the implementation of Umoja has reinforced standardization and precision in the categorization of cost items and associated classes of expenditure, resulting in the recategorization of some cost items in the 2016/17 budget that in previous periods had been budgeted under different classes of expenditure. He also explains that the recategorization of cost items to align the budget with classes of expenditure will improve consistency and comparability in the performance reporting for the 2016/17 period. The recategorization has affected primarily the expenditure classes of: other supplies, services and equipment, by presenting ground transportation and medical as independent expenditure classes; information technology, by separately presenting mobile office licences and web services, such as the maintenance of websites and web subscriptions; and communications, by separately presenting editorial services and general and specialized subscriptions. The Advisory Committee comments further on the use of the other supplies, services and equipment class of expenditure in its report on cross-cutting issues related to peacekeeping operations (A/70/742).

Ground transportation

39. The Advisory Committee notes that, for the first time, the proposed support account resource requirements include $109,300 for ground transportation, attributable primarily to the transfer of associated costs from the other supplies, services and equipment class of expenditure. The requirements comprise $26,800 proposed for the Department of Peacekeeping Operations for the acquisition and maintenance of one vehicle by the civilian predeployment training team in Entebbe; $80,300 for UNOAU, to provide for petrol, oil and lubricants and liability insurance for a fleet of 17 vehicles; and $2,200 for OIOS, to provide for the local transportation costs of the Regional Investigations Offices in Nairobi and Vienna.

40. **The Advisory Committee is of the view that ground transportation costs in their totality should be included in the budget of the respective offices through**

which all aspects, such as vehicle fleet levels, standard vehicle holding ratios, fuel consumption and vehicle maintenance costs, can be planned and monitored effectively. With the exception of UNOAU, which is funded mainly from the support account, the Committee questions why the ground transportation costs of the other offices should be included under the support account. In the paragraphs below, the Committee makes specific recommendations in relation to the resources proposed under ground transportation for the Department of Peacekeeping Operations (para. 64) and OIOS (para. 103).

C. Department of Peacekeeping Operations

41. The Secretary-General's staffing proposals for the Department of Peacekeeping Operations include the establishment of 14 new posts (1 D-2, 1 D-1, 1 P-5, 5 P-4, 4 P-3 and 2 national General Service). The 14 new posts would comprise 5 newly established posts and 9 posts to be abolished in UNLB and re-established under support account funding. The Secretary-General also proposes the abolishment of two posts: one post of Senior Political Affairs Officer (P-5) in the Office of the Assistant Secretary-General and one post of Administrative Assistant (General Service (Other level)) in the Executive Office; and the redeployment of one post of Military Planning Officer (P-4) from the Force Generation Service in the Office of Military Affairs to the proposed Strategic Force Generation and Capability Planning Cell. In addition, the Secretary-General's proposals for restructuring within the Department include: renaming the Public Affairs Section as the Public Affairs Service; changing the functions of the post of Executive Officer (D-1) to include functions of the post of Deputy Chief of Staff (D-1); establishing the Strategic Force Generation and Capability Planning Cell in the Office of Military Affairs; renaming the Criminal Law and Judicial Advisory Service as the Justice and Corrections Service; renaming the Security Sector Reform Unit as the Security Sector Reform Service; transferring the civilian predeployment training team from UNLB to Entebbe; and restructuring the Standing Police Capacity through the transfer of four posts (2 P-4 and 2 P-3) from UNLB to the Police Division in New York. **The Advisory Committee recommends the approval of the Secretary-General's staffing proposals for the Department of Peacekeeping Operations subject to its recommendations in paragraphs 42, 43, 47, 50 and 55 below. The Committee also recommends the adjustment of the non-post resources related to the posts and positions not recommended for approval or recommended for abolishment.**

1. Office of the Under-Secretary-General

Renaming the Public Affairs Section as the Public Affairs Service and the establishment of one new post of Chief of Public Affairs (D-1)

42. The Secretary-General proposes the renaming of the Public Affairs Section as the Public Affairs Service and the establishment of one new post of Chief of Public Affairs (D-1). The report of the Secretary-General indicates that the proposal would form part of a comprehensive, advocacy-driven, multiplatform communications strategy to address the reputational crisis suffered by United Nations Peacekeeping over allegations of misconduct and perceptions of inaction in the face of human rights violations. In addition, the report indicates that the incumbent would effectively deliver on media, digital, internal communication, external relations and

mission support tasks for both the Department of Peacekeeping Operations and the Department of Field Support and also serve as the senior communications adviser for the two Under-Secretaries-General. The Advisory Committee recalls that a similar proposal was included in the Secretary-General's budget proposals for 2015/16 as part of a shift from a traditional approach to public information to a more proactive approach that leverages an analysis of stakeholder perceptions and strategic forward planning to communicate messages that build support, dispel misconceptions and manage expectations (see A/69/750, para. 50). In its recommendation, which was endorsed by the General Assembly, the Committee expressed the view that the shift in focus from the traditional approach to the more proactive approach to public information could be achieved within existing resources and without necessarily requesting a post at the D-1 level and renaming the section as a service (see A/69/860, para. 70). **In view of the foregoing, the Advisory Committee reiterates its view that the Secretary-General's enhanced communications strategy can be achieved within existing resources and through greater engagement with the Department of Public Information. Therefore, the Committee recommends against the proposed renaming of the Public Affairs Section as the Public Affairs Service and the proposal for the establishment of a new post of Chief of Public Affairs (D-1). The Committee also recommends that the related non-post resources be adjusted accordingly.**

Change in functions of one post of Executive Officer (D-1) in the Executive Office to include functions of the post of Deputy Chief of Staff (D-1)

43. The Secretary-General proposes the enhancement of the role of the Executive Officer to include Deputy Chief of Staff functions in order to formalize the increased level of strategic, policy, programme and representation functions attributed to that role, and to enhance the supporting relationship with the functions of the Chief of Staff, while continuing to directly manage and oversee the functions and activities of the Executive Officer. During its consideration of the Secretary-General's proposals, the Advisory Committee requested information on how the proposal would be reflected in the existing structure; the respective functions of the Chief of Staff, the Deputy Chief of Staff and the Executive Officer; and whether the proposed structure existed in any other Secretariat department at United Nations Headquarters. The Committee was informed that there was no precedent for the change of Executive Officer functions to include functions described by the Secretary-General's representatives as those of Deputy Chief of Staff. **The Advisory Committee has not received sufficient justification for the proposed changes in the functions of the Executive Officer for the Department of Peacekeeping Operations and the Department of Field Support, which, in the Committee's view, should continue to be aligned with the functions of other executive officers within the United Nations Secretariat at United Nations Headquarters. Therefore, the Committee recommends against the proposal to enhance the role of the Executive Officer to include functions of the Deputy Chief of Staff.**

2. Office of Operations

Abolishment of one post of Senior Political Affairs Officer (P-5)

44. In paragraph 94 of his report (A/70/751), the Secretary-General proposes the abolishment of one post of Senior Political Affairs Officer (P-5). The Advisory

Committee recalls that the General Assembly, in its resolution 68/283, approved the redeployment of the same post to the front office of the Assistant Secretary-General for the purpose of improving the planning capacity and coordination between the Department of Peacekeeping Operations and the Department of Field Support on planning matters in order to deliver adequate and timely options and advice to the Security Council. The Committee also recalls that the tasks assigned to the post included: (a) developing a planning checklist based on recent experiences; (b) compiling critical lessons learned in the establishment of new missions under intense security conditions; (c) providing necessary information and background materials to the issue-specific planning teams at their request; (d) providing a ready surge planning capacity; and (e) providing any additional support for the work of the Office of the Assistant Secretary-General. It was indicated that the first two tasks would require intensive consultations and interviews at various levels, including through the organization of workshops and conferences, which could be led only by an experienced officer at the P-5 level.

45. During its consideration of the support account budget for 2016/17, the Advisory Committee was informed that the strengthening of integrated strategic planning on both the system-wide level and the mission-specific level remained one of the key priorities for the Secretariat and was an essential condition for the effective and efficient conduct of peacekeeping operations. The Committee was also informed that, in order to ensure a more coordinated and coherent approach to strategic-level planning for peacekeeping operations, a new policy on planning, including a review of peacekeeping operations, was under development by the Department of Peacekeeping Operations and the Department of Field Support and was expected to be finalized by 30 June 2016. The policy would describe a standard planning process for peacekeeping operations, clarify roles and responsibilities and articulate principles, main decision milestones, processes and structures. It was expected that greater coherence between political and other substantive civilian, military, police and support entities in the Department of Peacekeeping Operations and the Department of Field Support at the strategic level would translate into more effective operational planning and more effective delivery on the ground. In addition, the Committee was informed that the establishment of the policy would be followed by specialized training programmes for staff members involved in planning processes at Headquarters. Upon further enquiry, the Committee was informed that the existing Integrated Assessment and Planning Unit within the Office of Operations would be responsible for the delivery of the related training. The Committee was also informed that the Unit included one post of Political Affairs Officer funded from extrabudgetary sources and that additional extrabudgetary sources might be requested for related short-term needs and technical support required to implement the training.

46. **The Advisory Committee considers that there may be a need for practical guidance on the implementation of policies and procedures on integrated strategic planning and on the review of peacekeeping operations and the delivery of related training. Therefore, the Committee is not fully convinced by the justification provided for the proposed abolishment of this post, as well as the potential use of extrabudgetary funding for these activities. In that regard, the Committee trusts that any further information to justify the Secretary-General's proposal will be provided to the General Assembly at the time of its consideration of the support account budget.**

3. Office of the Rule of Law and Security Institutions

Establishment of one post of Senior Programme Officer (P-5)

47. The Secretary-General proposes the establishment of one new post of Senior Programme Officer (P-5) in the Office of the Assistant Secretary-General to permit the development of an overarching approach for work related to peace sustainment and its integration across different offices and sections in the Department of Peacekeeping Operations and the Department of Field Support, as well as build on ongoing initiatives and strengthen cooperation with relevant partners in key areas of peace sustainment. Upon enquiry, the Advisory Committee was informed that, through the establishment of linkages between the Department's peace sustainment activities and related rule of law activities of other United Nations entities and non-United Nations partners, the overall quality of strategic and operational deliverables would be improved. **The Advisory Committee is of the view that sufficient capacity exists in the Office of the Assistant Secretary-General for Rule of Law and Security Institutions to carry out the peace sustainment strategy envisaged by the Secretary-General. Therefore, the Committee recommends against the Secretary-General's proposal to establish one new post of Senior Programme Officer (P-5) in the Office of the Assistant Secretary-General for Rule of Law and Security Institutions, and also recommends that the related non-post resources be adjusted accordingly.**

Establishment of one new post of Director of the United Nations Mine Action Service (D-2)

48. The Secretary-General proposes the establishment of the post of Director of the United Nations Mine Action Service (D-2) under the support account in order for the Organization to ensure the responsible stewardship of resources and sustainable funding for functions essential to the backstopping of peacekeeping operations. In paragraph 138 of the report of the Secretary-General, it is indicated that, as of 2015/16, the Mine Action Service supports 10 peacekeeping operations and oversees $190 million in peacekeeping appropriations, a nearly thirtyfold increase compared with the $6.5 million it was entrusted to oversee in 2002, when the support account funded five posts (1 P-4, 3 P-3 and 1 General Service (Other level)) in the Service to backstop 3 peacekeeping operations. It is also indicated that the two P-3 posts added under the support account since that time are not commensurate with the exponential increase in the mandates of the Service. Upon request, the Advisory Committee was provided with an organigram of the Mine Action Service showing that the Service was staffed with 38 posts, comprising 31 funded from extrabudgetary sources, including that of the Director (D-2) of the Service, and 7 funded from the support account. The Committee comments further on mine action services in its report on cross-cutting issues related to peacekeeping operations (A/70/742).

49. Upon further enquiry, the Advisory Committee was informed that mine action activities required in support of peacekeeping had expanded well beyond the traditional demining activities and now included the protection of United Nations personnel and the enabling of peacekeeping missions to implement their mandates effectively. The key drivers for the rise in requirements for mine action activities are the increasingly challenging contexts in which peacekeeping operations operate, including: (a) the deployment of peacekeeping missions in environments of

widespread contamination by explosive remnants of war, which require ongoing large-scale survey and clearance activities, as in the case of UNISFA and UNMISS; (b) the deployment of peacekeeping operations in increasingly dangerous environments such as Mali and Somalia, which are characterized by asymmetric threats and the use of improvised explosive devices, for which missions and contingents alike are ill prepared; and (c) situations in which the implementation of weapons and ammunitions management activities are required to support a peacekeeping mandate, such as in the case of MINUSCA.

50. **The Advisory Committee recognizes the important role played by the United Nations Mine Action Service in support of field-based activities of the United Nations, including, but not limited to, peacekeeping operations. In that regard, the Committee is of the view that any staffing proposals for the Mine Action Service should be presented on a more holistic basis and that an analysis should be undertaken to assess the adequacy of the resource capacity allocated to this activity from the regular budget, peacekeeping budgets and the support account for peacekeeping operations, as well as from extrabudgetary funding sources. Until then, the Committee will not be in a position to recommend the approval of the proposal to establish one new post of Director of the United Nations Mine Action Service (D-2) under the support account. The Committee also requests that the related non-post costs be adjusted accordingly.**

4. Policy, Evaluation and Training Division

Transfer of the civilian predeployment training team of five posts (1 P-4, 2 P-3 and 2 national General Service) from UNLB to Entebbe by abolishing the five posts in UNLB and re-establishing the posts in Entebbe

51. The Secretary-General, on the basis of the recommendations of an internal review, proposes the moving of the civilian predeployment training team currently located within UNLB to Entebbe as a tenant unit of the MONUSCO Entebbe Support Base, to be co-located with the Regional Service Centre in Entebbe. According to the Secretary-General, the review identified potential savings from the placement of functions in Entebbe, as well as organizational efficiencies resulting from the Centre providing onboarding administrative support through a dedicated service line for new staff. Accordingly, moving the civilian predeployment training team to Entebbe would allow the civilian predeployment training and onboarding to occur seamlessly and also ensure a more structured orientation continuum. It is indicated in paragraph 195 of the report that the transfer of the team will entail the abolishment of the five posts in UNLB and their re-establishment in Entebbe under support account funding. Upon enquiry as to why support account funding was being proposed for the civilian predeployment training team, the Advisory Committee was informed that the proposal would align the functions and resources of the Integrated Training Service, of which the team was a part.

52. Upon further enquiry, the Advisory Committee was informed that, with 80 per cent of the civilian staff in peacekeeping being deployed to Africa, conducting the predeployment training in Entebbe, with its proximity to MONUSCO, UNMISS, MINUSCA, UNISFA and UNAMID, would allow the merging of civilian predeployment training into a single integrated process combining training, onboarding and check-in/check-out procedures, which would better serve new staff and benefit missions by reducing the time needed for staff to travel from home

locations to their field missions. It would also allow for the option of using United Nations aircraft for travel to the mission areas. In this regard, the Committee was informed that efficiency gains would be supplemented by savings from reduced travel costs as well as lower local staff salary costs amounting to some $400,000 per year, plus possible savings in mission budgets during the 2016/17 period as a result of lower travel requirements for staff deployments. Furthermore, requirements of $85,000 had been estimated to provide for the acquisition of a passenger vehicle, office furniture and equipment, ICT-related equipment and training materials for the civilian predeployment training team in Entebbe.

53. With regard to how the proposed transfer of five posts would be effected, the Advisory Committee was informed that the international posts would be proposed for abolishment under the budget of UNLB and proposed for establishment under the support account budget. It was explained that, from the perspective of human resources, the international staff encumbering the posts in Brindisi, all of whom had been competitively selected and therefore did not carry appointment limitations, would be laterally reassigned to the new posts to be established in Entebbe, eliminating the need for termination indemnities. As for the two national General Service posts, the Committee was informed that, on the basis of available information, there was no expectation that the abolishment would lead to the payment of termination indemnities and that the posts would be established locally in Entebbe and filled through the established recruitment procedures.

54. The Advisory Committee takes note of the potential efficiencies to be gained through the transfer of the civilian predeployment training team from UNLB to Entebbe. In the Committee's view, however, a number of issues related to the transfer have not been addressed in the budget report or in the additional information provided to the Committee. Considering that the civilian predeployment training team will be a tenant unit at the MONUSCO Entebbe Support Base, the proposal should indicate clearly how its operational and support costs would be disaggregated and presented separately. Furthermore, the Committee seeks more clarity with regard to related issues, including, but not limited to: whether a cost-benefit analysis laying out the expected financial and operational benefits has been undertaken; reliable data regarding the staff receiving predeployment training today and the locations they come from; the available medical services at the Entebbe Support Base, considering that UNLB currently provides medical clinic services to predeployment trainees, and whether the Support Base plans to strengthen its medical clinic in order to provide the same level of services; the other support services currently provided by UNLB that the Support Base will be expected to provide and whether it will be necessary to develop any additional infrastructure for this purpose; the estimated time frame between the abolishment of the posts at UNLB and when the new posts would become operational at the Support Base; the synergies that could be developed between the civilian predeployment training team and the Regional Service Centre in Entebbe; and, finally, how the continuity of training services would be assured during the transfer process and whether general temporary assistance resources would possibly be required for this purpose.

55. Taking the above-mentioned issues into consideration, the Advisory Committee is not in a position to recommend the approval of the Secretary-General's proposal to transfer the civilian predeployment training team (five

posts) to Entebbe and also to transfer their funding to the support account. The Committee recommends that the General Assembly request the Secretary-General to present a business case, laying out an analysis of functional and organizational implications, as well as the related costs and expected benefits of the proposed transfer, in his next budget submission. The Committee also recommends that the non-post resources related to the proposed transfer of these five posts be adjusted accordingly.

Non-post resources

56. The non-post requirements proposed for the Department of Peacekeeping Operations amount to $11,146,800, representing an increase of $276,600, or 2.5 per cent, compared with the apportionment for 2015/16. **The Advisory Committee recommends the approval of the proposed non-post resources subject to its comments and recommendations in the relevant paragraphs above and below.**

Consultants

57. The resource requirements proposed for consultants amount to $497,000, representing an increase of $13,300, or 2.7 per cent, compared with the apportionment for 2015/16. The requirements comprise: (a) $312,500 for the engagement of consultants with technical expertise to develop and deliver training for Member States and field operations ($169,500), the Department of Peacekeeping Operations ($89,100) and the Department of Field Support ($53,900), on general topics such as ethics, management, leadership, integrity awareness and supervision; (b) $141,000 for the engagement of consultants with technical expertise to undertake four mission-focused and two thematic evaluations supported by staff members; and (c) $43,500 for external consultants to function as facilitators at the Department of Peacekeeping Operations/Department of Field Support annual conferences.

58. Upon enquiry, the Advisory Committee was informed that four consultants would lead an evaluation team comprising members of the Policy, Evaluation and Training Division and specialists drawn from the Department of Peacekeeping Operations and the Department of Field Support and would also lead the preparation of comprehensive evaluation reports. **The Advisory Committee is of the view that such activities should be led by senior in-house staff rather than external consultants.** The Committee was also informed that the workshops would allow for learning and sharing experiences for heads of political affairs components of peacekeeping missions. **The Advisory Committee questions why such activities cannot be undertaken in-house without the reliance on external consultants. Taking into consideration its observations above, the Committee recommends a reduction of $141,000 in the resources proposed for consultants.**

Official travel

59. The resource requirements proposed for official travel amount to $4,468,100, representing an increase of $180,000, or 4.2 per cent, compared with the apportionment for 2015/16, owing primarily to activities related to mission planning, assessment and consultation, as well as travel to seminars, workshops and briefings. Upon enquiry, the Advisory Committee was informed that the increased requirements for training-related travel in the Policy, Evaluation and Training Division were due mainly to the planned increase in mobile training team activities,

from three for the 2015/16 budget period to six for 2016/17, in support of the predeployment training provided by Member States to military and police personnel for United Nations peacekeeping operations, and the introduction of a pilot advanced senior mission administration and resource training programme. **Taking into account its observations and recommendations in paragraph 35 above, particularly with regard to compliance with the 16-day advance ticket purchase policy, the Advisory Committee recommends that the resources for official travel be maintained at 2015/16 levels. In that regard, the Committee recommends a reduction of $180,000 in the resources proposed for the Department of Peacekeeping Operations under official travel.**

Information technology

60. The resource requirements proposed for information technology amount to $1,995,700, representing an increase of $110,600, or 5.9 per cent. The requirements provide for: (a) centrally administered charges, on behalf of both the Department of Peacekeeping Operations and the Department of Field Support, for the maintenance and repair of IT equipment based on the standard service-level agreement established by OICT ($1,391,500); (b) the acquisition of standard IT equipment, including new and replacement desktop and laptop computers, for both departments ($186,400); (c) the Departments' support account share of central IT infrastructure costs at Headquarters as derived from past expenditure patterns ($347,800); and (d) the uploading of web content to the peacekeeping website and its translation into the six official languages ($70,000). It is indicated that the increase is attributable primarily to the standard IT costs for the proposed new posts and the movement of the web content services from the other supplies, services and equipment resource category.

61. Upon enquiry with regard to the provision of $186,400 proposed for the replacement of desktop and laptop computers for both the Department of Peacekeeping Operations and the Department of Field Support, the Advisory Committee was informed that the replacement of IT equipment was undertaken in line with the standard life cycle of four years, primarily for desktops and laptops, and that for the 1,442 computers in use, a yearly replacement of approximately 360 units would be needed just to keep equipment current over time. In addition, new IT equipment would be required for new posts, consultants, interns and staff on temporary assignment from field missions. It was also indicated that the replacement budgets in previous years had been partly utilized for the replacement of equipment such as videoconference systems to avoid significant disruptions to operations, and consequently did not cover all the desktop and laptop computers in need of replacement.

62. Upon further enquiry, the Advisory Committee was informed that resources required for standard replacement, which included equipment to be replaced on the basis of a standard life cycle of four years for desktop and laptop computers, would be accounted for under the Executive Office, while additional ad hoc or non-recurrent replacement requirements are accounted for under the Information and Communications Technology Division of the Department of Field Support. The Committee was also informed that 458 computers had been replaced in 2012/13, 425 in 2013/14, 186 in 2014/15 and 218 in 2015/16, and that 451 were to be replaced in 2016/17. Upon request, the Committee was provided with a summary of the IT equipment acquisition plan for 2016/17 based on the budgeted provision of

$600,400 ($186,400 for the Department of Peacekeeping Operations and $414,000 for the Department of Field Suppo) for the replacement of obsolete standard equipment in both departments, as set out in table 5.

Table 5
Proposed information technology equipment acquisition and replacement for the 2016/17 period
(United States dollars)

	Number	*Cost estimates*
Monitors	451	99 000
Desktops	200	144 000
Digital senders	30	19 000
Laptops	251	338 400
Total		**600 400**

63. **The Advisory Committee is of the view that sufficient resources have been provided for the replacement of computers and, in that regard, recommends a reduction of $186,400 in the resources requested for 2016/17 for the replacement of computers in the Department of Peacekeeping Operations** (the Committee makes a similar recommendation for the Department of Field Support in para. 81 below).

Ground transportation

64. An amount of $26,800 is proposed under ground transportation for the acquisition and maintenance of one vehicle for the proposed civilian predeployment training team in Entebbe. Upon enquiry, the Advisory Committee was informed that the vehicle would be required for: the transportation of the training team and equipment between classrooms and security simulation exercise facilities; the movement of training-related equipment and supplies between classroom training locations; and transportation to the appropriate host country authorities and to the airport in order to facilitate the arrival in and departure from Entebbe of staff and experts. **The Advisory Committee is not in a position to support the proposed transfer of the civilian predeployment training team from UNLB to Entebbe. In this regard, the Committee recommends a reduction of $26,800 in the resources proposed for the Department of Peacekeeping Operations under ground transportation.**

D. United Nations Office to the African Union

65. The Secretary-General's staffing proposals for UNOAU entail the restructuring of the Office into three components. The Office of the Special Representative of the Secretary-General would oversee two other pillars: the Political Partnership Section (currently the Political Affairs Section) and the Institutional and Operational Partnership Service, with the latter to be formed by merging the Operational Planning and Advisory Section and the Administrative Planning and Advisory Section. In addition, the functions of Chief of Staff would be separated from those

of Deputy Head of Office in the Office of the Special Representative. The Secretary-General's proposals, which are laid out in paragraphs 218 to 241 of his report, would entail the establishment of 3 new posts (1 Chief of Staff (D-1) and 1 Public Information Officer (National Professional Officer) in the Office of the Special Representative and 1 Head of the Institutional and Operational Partnership Service (D-1)); the abolishment of 4 posts (1 Procurement Planner (P-4), 1 Security Assistant (Field Service), 1 Communications Technology Assistant (Field Service) and 1 Facilities Management Assistant (national General Service); the redeployment of 6 posts; and the reassignment of 23 posts. Upon request, the Advisory Committee was provided with additional information that, in the Committee's view, did not add clarity to the proposals presented in the budget report. **On the basis of the information provided, the Advisory Committee considers that the restructuring proposals for UNOAU have not been presented in a cogent manner and that it is not clear how the objectives of enhancing the partnership between the United Nations and the African Union in the area of peace and security and providing coordinated and consistent United Nations support to the African Union would be served by the proposed organizational changes.**

66. **The Advisory Committee recalls that it has been over five years since UNOAU was established in July 2010 by the General Assembly in its resolution 64/288, and that the Office integrated the functions of the existing offices: the United Nations Liaison Office of the Department of Political Affairs, the African Union Peace and Support Team of the Department of Peacekeeping Operations and the United Nations Planning Team of the Department of Field Support to support AMISOM, as well as the support component of the UNAMID Joint Support and Coordination Mechanism in Addis Ababa. The Committee notes that over this period, the role of the Office and its partnership with the African Union has grown in scale and complexity. In this connection, the Committee recommends that the Secretary-General be requested to undertake a comprehensive review of the Office, including its staffing and funding structure, and accordingly submit his proposals for consideration by the Assembly no later than in his 2018-2019 programme budget proposals. Until that time, the Committee will not be in a position to recommend the approval of the proposed restructuring of UNOAU and the related staffing changes proposed. The Committee also recommends that the related non-post resources be adjusted accordingly.**

Non-post resources

67. The non-post requirements proposed for UNOAU amount to $1,048,000, representing an increase of $114,400, or 12.3 per cent, compared with the apportionment for 2015/16, attributable primarily to increased requirements for communications and information technology for the replacement of equipment to sustain the current level of activity. **The Advisory Committee recommends the approval of the non-post resources requested for UNOAU.**

E. Department of Field Support

68. The Secretary-General's staffing proposals for the Department of Field Support include: the establishment of four new posts (1 Team Leader (D-1) in the UNSOS Headquarters Support Team, 1 Senior Programme Officer (P-5) and

1 Programme Officer (P-4) in the Conduct and Discipline Unit and 1 Senior Environmental Affairs Officer (P-5) in the Logistics Support Division) and the abolishment of three posts of Human Resources Assistant (General Service (Other level)) in the Field Personnel Division. The Secretary-General also proposes the renaming of the Conduct and Discipline Unit as the Conduct and Discipline Service. **The Advisory Committee recommends the approval of the Secretary-General's staffing proposals for the Department of Field Support with the exception of one post of Team Leader (D-1) in the UNSOS Headquarters Support Team** (see also para. 69 below). **The Committee also recommends that the related non-post resources be adjusted accordingly.**

1. Office of the Under-Secretary-General

Establishment of one post of Team Leader (D-1) in the Headquarters Support Team of the United Nations Support Office in Somalia

69. The Secretary-General proposes the establishment of one post of Team Leader (D-1) in the UNSOS Headquarters Support Team of the Office of the Under-Secretary-General to strengthen the team and its support for UNSOS, which has undergone significant expansion since its establishment. The Secretary-General explains that the UNSOS Headquarters Support Team, comprising three posts (1 P-5, 1 P-4 and 1 General Service (Other level)), has not kept up with the increasing demands for backstopping support for the Mission. **The Advisory Committee is of the view that the Secretary-General has not provided sufficient justification for his proposal to establish a new post at the D-1 level to lead the UNSOS Support Team or as to why the added capacity cannot be provided by a post at any other level. In that regard, the Committee recommends against the establishment of a post of Team Leader (D-1) in the UNSOS Support Team and also recommends that the related non-post resources be adjusted accordingly.**

Non-post resources

70. The non-post requirements proposed for the Department of Field Support amount to $14,716,600, representing an increase of $2,796,000, or 23.5 per cent, compared with the apportionment for 2015/16, attributable primarily to the non-recurrent requirements related to the triennial meeting of the Working Group on Contingent-Owned Equipment and the increased requirements under IT. **The Advisory Committee recommends the approval of the proposed non-post requirements subject to its comments and recommendations in the paragraphs above and below.**

Triennial meeting of the Working Group on Contingent-Owned Equipment

71. In paragraph 24 of his report, the Secretary-General indicates that the triennial meeting of the Working Group on Contingent-Owned Equipment, which is to be held in New York in 2017, will require resources in the amount of $1,869,100 under official travel ($514,500) and other supplies, services and equipment ($1,354,600), representing an increase of $80,200 compared with what was approved for the previous triennial meeting, in 2013/14. Upon enquiry, the Advisory Committee was informed that the meeting was scheduled for January 2017 and was provided with the following cost breakdown:

(a) Under official travel: a provision of $514,500 for economy-class travel of up to 49 participants from Member States. It was explained that the Secretariat had in the past provided air travel for participants from their respective countries to New York, including terminal expenses and daily subsistence allowance for 12 days for one participant from each developing and least-developed country, upon request;

(b) Under conference services: a provision of $669,200 for the use of three major conference rooms. It was explained that the Working Group typically divided into three sub-working groups and that interpretation services were provided in the six official languages for plenary sessions for the duration of the 10-day meeting;

(c) Under documentation: a provision of $656,300 to cover the editing and translation of the formal report of the Working Group for submission to the General Assembly, along with the related reports of the Secretary-General and the Advisory Committee ($621,400); the preparation of advance documents for distribution to Member States ($30,500); the rental of projectors and screens in the conference rooms ($3,900); and the provision of data on compact discs ($500);

(d) Under other costs, a provision of $29,100 to cover: the translation of national cost data received from Member States into English ($20,000); the cost of materials (paper and consumables) required to provide copies of documents to Member States in advance of the meeting ($5,100); and $4,000 for other conference services, including drinking water, for participants during the 10-day meeting.

72. **The Advisory Committee recommends the approval of the resources proposed under official travel ($514,500) and other supplies, services and equipment ($1,354,600), in relation to the triennial meeting of the Working Group on Contingent-Owned Equipment convening in New York in January 2017.**

Assessment Centre in Bonn

73. In paragraph 27 of his report, the Secretary-General indicates that requirements in the amount of $338,000 have been included in the budget of the Field Personnel Division of the Department of Field Support to expand the pilot assessment centre in Bonn, Germany, to strengthen succession management for senior mission support positions by building a talent pool of qualified candidates. The proposed requirements under consultants comprise $50,000 for the development of tools and approaches to assess the competencies of each candidate and $200,000 for a specialized corporate consultancy to conduct the assessments; $84,000 for the travel of 20 candidates, 5 consultants and 3 senior management teams from New York to Bonn under official travel; and $4,000 under other supplies, services and equipment to cover the related facility service costs.

74. Upon enquiry, the Advisory Committee was informed that the assessment centre methodology was used by several United Nations agencies, funds and programmes, as well as by external organizations, to assess candidates for key leadership positions. The Committee was also informed that the development of the methodology, which, according to the representatives of the Secretary-General, was in compliance with existing Secretariat guidelines on staff selection, had begun in July 2015, and that the pilot of the assessment centre had subsequently been held over the course of three and a half days in October 2015. The last phase of the pilot had been completed in February 2016 with individual feedback given to the

candidates. Upon request, the Committee was provided with a breakdown of the $215,088 cost of the 2015 pilot, comprising: $50,000 for the development of tools; $117,600 for a specialized corporate consultancy; $34,350 for the travel of 14 participants; and $13,138 for the travel of 4 Headquarters staff. The Committee was also informed that the cost per participant was approximately $10,000. As for the location of the assessment centre in Bonn, the Committee was informed that the United Nations campus in Bonn had been selected from among the venues considered, having been used for the same purpose previously by other agencies, funds and programmes on the basis of the facilities it provided. The Committee was also informed, however, that the assessment could be held at any location that offered the required facilities.

75. Upon further enquiry, the Advisory Committee was informed that the Office of Human Resources Management did not have a role in the pilot assessment centre and that, under the current staff selection system, hiring managers were still responsible for assessing candidates at the D-2 level prior to submitting their recommendations to the Senior Review Group (for D-2 positions). In addition, the Committee was informed that, while the assessment centre was considered one of the tools that might be used to assess candidates, the recruitment process for the post of Director of Mission Support (D-2) had included competency-based interviews, which had preceded the pilot of the assessment centre. Furthermore, the Committee was informed that since the assessment centre had been used in conjunction with a specific recruitment exercise, the results of that exercise would not be valid for recruitment against future vacancies for the post of Director of Mission Support (D-2).

76. The Advisory Committee stresses that the Office of Human Resources Management is the central authority for matters pertaining to the management of human resources in the United Nations Secretariat and, as such, should have been involved in the development of any pilot initiative such as the assessment centre. The Committee also stresses the importance of coordination with the Office for a coherent staff selection system with uniform interpretation and application of existing guidelines to ensure that selection decisions are made on the basis of merit, demonstrated competencies, performance, objective, job-related criteria and organizational mandates. The Committee questions whether any meaningful consultation took place between the Department of Field Support and the Office of Human Resources Management prior to the implementation of the pilot. Furthermore, the Committee is of the view that there is a lack of transparency in the manner in which the resource requirements for the pilot assessment centre have been presented. Therefore, the Committee recommends against the approval of the Secretary-General's proposal and a reduction in the related resource requirements under consultants ($250,000), official travel ($84,000) and other supplies, services and equipment ($4,000).

Consultants

77. The resource requirements proposed for consultants amount to $1,964,000, representing an increase of $269,000, or 15.9 per cent, compared with the apportionment for 2015/16, attributable primarily to additional requirements related to the pilot assessment centre and the development of an implementation framework for the supply chain management initiative.

78. The Advisory Committee notes that the proposal includes resources for the following activities under the Office of the Under-Secretary-General: $30,000 for consultants to develop a performance management framework supporting effective, data-driven, senior leadership decision-making and overall departmental efficiency; and $21,000 for consultants to mentor seven newly serving Heads and Deputy Heads of peacekeeping missions. **The Advisory Committee is of the view that the Secretariat should have the required in-house capacity to undertake the above-described activities without having to rely on external consultants. Accordingly, the Committee recommends a reduction of $51,000 in the resources proposed for consultants.**

Information technology

79. The resource requirements proposed for information technology amount to $6,005,500, representing an increase of $685,700, or 12.9 per cent, compared with the apportionment for 2015/16. It is indicated that the increase is attributable primarily to additional requirements for equipment, the cost related to the transfer of mobile office licences from communications to IT and the proposed acquisition of field IT applications.

80. The Advisory Committee notes that the proposed requirements include $414,000 for the replacement of obsolete standard equipment owing to the large number of computers that have exceeded their useful lives because of the low priority given to their replacement in previous budget cycles. It is indicated that the backlog of replacements now represents approximately half of the entire equipment inventory held by the Department.

81. **Taking into account the replacement pattern in recent financial periods, the Advisory Committee considers that insufficient justification has been provided for the planned increase in resources for the replacement of computers in the 2016/17 budget. Therefore, the Committee recommends a reduction of $414,000 in the resources requested under IT.**

F. Department of Management

Restructuring

82. The Secretary-General proposes restructuring the Department of Management by integrating the Human Resources Information Systems Section into the Office of Information and Communications Technology (see A/70/751, para. 454). In this connection, the Secretary-General indicates that at present, the approved staffing establishment of the Section comprises 3 posts (1 P-4, 1 P-3 and 1 General Service (Other level)) and 16 general temporary assistance positions (2 P-4, 3 P-3, 1 P-2, 1 General Service (Principal level) and 9 General Service (Other level)) funded from the support account. The Secretary-General also indicates that the proposed integration of the Section into the Office involves the redeployment of all posts and positions to the Office except for one general temporary assistance position of Project Manager (P-4), which is proposed to be redeployed to the Planning, Monitoring and Reporting Service in the Strategic Planning and Staffing Division of the Office of Human Resources Management (ibid., paras. 454, 474 and 536).

83. The Advisory Committee recalls that, pursuant to General Assembly resolution 66/246 and section II of resolution 69/262, and to address the concerns highlighted in the report of the Board of Auditors on the handling of information and communications technology affairs in the Secretariat (A/67/651), the Department of Management launched an initiative to consolidate the ICT functions and resources within the Department. The initiative was aimed at consolidating parts of the technology units that were within the Department, namely, within the Office of Human Resources Management, the Office of Central Support Services and the Office of Programme Planning, Budget and Accounts, under the Office of Information and Communications Technology (see A/70/6 (Sect. 29E), paras. 29E.37 and 29E.38). The Advisory Committee has discussed this matter at length in the context of its consideration of the proposed programme budget of the Office of Information and Communications Technology for 2016-2017 in its first report on the proposed programme budget for the biennium 2016-2017 (see A/70/7, paras. VIII.110-VIII.112 and VIII.132).

Post resources

84. In addition to the redeployment of three posts (1 P-4, 1 P-3 and 1 General Service (Other level)) from the Office of Human Resources Management to the Office of Information and Communications Technology, referred to in paragraph 82 above, the Secretary-General's staffing proposals for the Department of Management include: (a) the redeployment of one post of Help Desk Assistant (General Service (Other level)) from the Office of Programme Planning, Budget and Accounts to the Office of Information and Communications Technology and the abolishment of one post of Finance and Budget Assistant (General Service (Other level)) in the Office of Programme Planning, Budget and Accounts; and (b) the reclassification of one post of Procurement Officer (P-4) as a post of Section Chief (P-5) and the abolishment of one post of Team Assistant (General Service (Other level)) in the Office of Central Support Services.

85. **The Advisory Committee recommends the approval of the Secretary-General's proposals for restructuring and staffing within the Department of Management, subject to its comments in paragraphs 91 and 93 below. The Committee also recommends that the related non-post resources be adjusted accordingly.**

1. Office of Programme Planning, Budget and Accounts

Non-post resources

Consultants

86. The Secretary-General proposes an amount of $1,899,000 for the engagement of consultants for 168 person-months, reflecting a decrease of $492,000, or 20.6 per cent, compared with the appropriation for 2015/16. According to the Secretary-General, the proposed consultancy is required to continue to support such functions as the preparation of the third IPSAS-compliant financial statements for peacekeeping missions; the deployment of Umoja in peacekeeping operations; IPSAS accounting and reporting; the implementation of the sustainability work, including the strengthening of internal controls; and training and skills development.

87. The Advisory Committee requested information with regard to the scaling-down of resources required to support IPSAS. The Committee was informed that, during the period from 2012 to 2015, the number of consultants utilized to support IPSAS had reached a maximum of 18, which was proposed to be reduced to 12 in 2016/17, and that in 2015/16, one general temporary assistance position of IPSAS Change Project Manager (P-5) had been discontinued and one general temporary assistance position at the P-4 level established in its stead. The Committee was also informed that after 2017, the requirement for consultants was expected to be eliminated, except for short and specific assignments. **The Advisory Committee is of the view that the use of consultants to support ongoing activities related to IPSAS should be further scaled down in the financial period 2016/17, and stresses the need to rely on in-house capacity to sustain IPSAS in the peacekeeping operations. The Committee therefore recommends a reduction amounting to $380,000 from the requirements for consultants proposed by the Secretary-General. The Committee looks forward to reviewing a plan for the drawdown of the IPSAS support capacity in the next submission of the budget for the support account.**

2. Office of Human Resources Management

Non-post resources

Strategic Planning and Staffing Division

Redeployment of two general temporary assistance positions from the Learning, Development and Human Resources Services Division to the Strategic Planning and Staffing Division

88. The Secretary-General indicates that the initial proposal to the General Assembly on mobility was developed in previous years by the Learning, Development and Human Resources Services Division, and that two general temporary assistance positions (1 P-3 and 1 General Service (Other level)) supported the effort. According to the Secretary-General, the tasks relating to the implementation of the mobility framework are currently assigned to the Strategic Planning and Staffing Division, and therefore the two general temporary assistance positions established for that purpose are proposed to be redeployed to that Division. **The Advisory Committee recommends the approval of the proposed redeployments.**

Medical Services Division

New general temporary assistance positions: one Medical Officer (P-4) and one Health-care Safety and Quality Officer (P-3)

89. The Secretary-General indicates that the Medical Services Division has been tasked with implementing the specific recommendation of the High-level Independent Panel on Peace Operations to establish a framework for the management of performance of health-care services (see A/70/95-S/2015/446, para. 305). In that respect, the Secretary-General proposes a project to be undertaken by the Medical Services Division that will initially focus on level II hospitals, United Nations-operated level I clinics and aeromedical evacuation teams and will progressively expand to include all field health-care capabilities, civilian and military. According to the Secretary-General, the project team will work with interested Member States and will set standards for the performance of care, the processes governing field

hospitals and clinics, and ways in which emergency and trauma health care is delivered in the field (see A/70/751, paras. 455-457). In paragraph 11 of its report on cross-cutting issues related to peacekeeping operations, the Advisory Committee provided its observation on the proposals of the Secretary-General attributable to the corporate reform initiatives emanating from the report of the High-level Independent Panel.

90. The Secretary-General proposes the establishment of two general temporary assistance positions to implement the above-mentioned project: one position of Medical Officer (P-4) and one position of Health-care Safety and Quality Officer (P-3). The functions envisaged for the position of Medical Officer include the provision of technical and professional leadership for the project, as well as liaison with the medical officers in the field and military medical experts of Member States. The Secretary-General proposes that the position of Health-care Safety and Quality Officer be embedded in one field mission participating in the project, and provide support to up to two other missions. The Secretary-General also proposes that the functions of the position include on-the-ground leadership, particularly in nursing practices and in the provision of support to the Medical Officer.

91. **In the context of the present report, while the Advisory Committee recognizes the need to strengthen health-care capabilities in peacekeeping operations, it is of the view that providing adequate health-care coverage to personnel in peacekeeping missions should have been an ongoing priority for the Organization and should not emerge as a new mandate at this stage. The Committee is also of the view that while developing such proposals for increasing capacity, the Secretary-General should clearly delineate the underlying functions and their placement in the overall organizational structure, including specific deliverables and benefits expected. In view of the foregoing, the Committee recommends the approval of the temporary position of Medical Officer (P-4), and, in the absence of a clear and fully developed proposal for the temporary position of Health-care Safety and Quality Officer (P-3), recommends against the approval of the latter position. The Committee also recommends that the related non-post resources be adjusted accordingly.**

3. Office of Central Support Services

Post resources

Procurement Division

Reclassification of one post of Procurement Officer (P-4) as a post of Section Chief (P-5)

92. The Secretary-General proposes the reclassification of one post of Procurement Officer (P-4) in the Communications and Information Technology Procurement Section as a post of Section Chief (P-5) to provide strategic leadership on all aspects of the ICT supply chain. He indicates that at present, the procurement of communications and IT assets and relevant services for field missions, United Nations Headquarters and the offices away from Headquarters is managed by a section headed by a Procurement Officer at the P-4 level in the Field Procurement Service. According to the Secretary-General, in view of the request made by the General Assembly in its resolution 70/248 to reduce the level of fragmentation of the current ICT environment across the Secretariat and at all duty stations and field

missions, the role of the Section Chief becomes critical for providing strategic leadership in complex and global procurement of ICT assets; the reclassification of the post at the P-5 level is therefore proposed (ibid., paras. 496-499).

93. The Advisory Committee recalls that in the context of the consideration by the General Assembly of the budget for the support account for the period from 1 July 2014 to 30 June 2015, the Assembly considered the request to reclassify the post of Procurement Officer (P-4) as a post at the P-5 level and, in its resolution 68/283, in endorsing the Committee's recommendation on the matter, did not approve the reclassification. **In the present context, the Advisory Committee is of the view that the Secretary-General does not provide sufficient additional justification for his request and therefore recommends against the reclassification.**

Non-post resources

Consultants

94. The Secretary-General proposes an amount of $237,500 for consultancy requirements for 2016/17 under the Office of Central Support Services, representing an increase of $2,500, or 1.1 per cent, compared with the appropriation for 2015/16. The proposed consultancy requirements include the amounts of $150,000 and $60,000, respectively, to perform functions relating to the ongoing maintenance and preservation of archives of peacekeeping operations (ibid., paras. 513 and 514). The Advisory Committee was informed, upon enquiry, that since the work carried out in peacekeeping operations was increasingly recorded in digital format, the Archives and Records Management Section was required to provide advice on capturing, ingesting and preserving the records of peacekeeping operations and to ensure related information security. **The Advisory Committee considers that archiving records and ensuring their security are core functions that will be required on a continuing basis, and therefore that reliance should be placed on using in-house capacity for performing such functions. The Committee recommends against the approval of consultancy requirements in the amount of $210,000 related to archiving functions.**

4. Office of Information and Communications Technology

Restructuring of the Office and related redeployments

95. The Secretary-General proposes the alignment of resources for the Office of Information and Communications Technology under the support account, on the basis of the Office's structure as approved by the General Assembly in its resolutions 70/247 and 70/248, in the context of the Assembly's consideration of the programme budget for 2016-2017. As part of the restructuring, the Human Resources Information Systems Section is proposed to be integrated into the Office in its New York and Bangkok offices. This involves the redeployment of 3 posts (1 P-4, 1 P-3 and 1 General Service (Other level)) and 15 general temporary assistance positions (1 P-4, 3 P-3, 1 P-2, 1 General Service (Principal level) and 9 General Service (Other level)) funded from the support account from the Office of Human Resources Management to the Office of Information and Communications Technology (ibid., paras. 536 and 548-557). The proposed restructuring also involves the redeployment of one post of Help Desk Assistant (General Service (Other level)) from the Financial Information Operations Service to the Office of

Information and Communications Technology (ibid., paras. 541 and 542; see also paras. 82 and 84 above).

Non-post resources

Information technology

96. The Secretary-General proposes an amount of $4,612,000 for non-standard requirements for specialized IT equipment, software, licences and fees and contractual services relating to peacekeeping, representing an increase of $1,104,300, or 31.5 per cent, compared with the appropriation for 2015/16. The increased requirements are attributable primarily to the redeployment of the Human Resources Information Systems Section from the Office of Human Resources Management to the Office of Information and Communications Technology as part of the restructuring (ibid., paras. 589 and 590; see also para. 82 above). Upon request, the Advisory Committee was provided with the breakdown of the resources proposed for the above-mentioned IT requirements for the two financial periods, 2015/16 and 2016/17, which is included in annex VI to the present report.

G. Office of Internal Oversight Services

97. The Secretary-General's staffing proposals for OIOS entail the redeployment of three posts (1 P-5, 1 P-4 and 1 P-3) and eight general temporary assistance positions (1 P-5, 1 P-4, 5 P-3 and 1 national General Service) within the Investigations Division, as indicated below.

98. With regard to the proposed establishment of the MINUSCA Resident Investigations Office, the following redeployments are proposed:

(a) One post of Senior Investigator (P-5) from the Investigations Division in New York to the proposed MINUSCA Resident Investigations Office;

(b) One post of Investigator (P-4) from the Regional Investigations Office in Entebbe to the proposed MINUSCA Resident Investigations Office;

(c) One position of Investigator (P-3), funded from general temporary assistance, from the Regional Investigations Office in Entebbe to the proposed MINUSCA Resident Investigations Office.

99. With regard to the proposed establishment of the MINUSMA Resident Investigations Office, the following redeployments are proposed:

(a) Five general temporary assistance positions (1 Chief Resident Investigator (P-5), 1 Resident Investigator (P-4), 2 Resident Investigator (P-3) and 1 Administrative Assistant (national General Service)) from the UNOCI Resident Investigations Office to the proposed MINUSMA Resident Investigations Office;

(b) One general temporary assistance position of Resident Investigator (P-3) from the Regional Investigations Office in Vienna to the proposed MINUSMA Resident Investigations Office.

100. Other redeployments proposed are:

(a) One post of Investigator (P-3) from the MINUSTAH Investigations Office to the Regional Investigations Office in Entebbe;

(b) One general temporary assistance position of Investigator (P-3) from the UNMIL Investigations Office to the Regional Investigations Office in Vienna. The Committee was informed, upon enquiry, that the position would replace the general temporary assistance position of Investigator (P-3) that had been proposed for redeployment to MINUSMA to ensure the maintenance of surge capacity in Vienna for missions supported by the Office. **Taking into consideration the proposed establishment of a Resident Investigations Office in MINUSMA and the missions supported by the Regional Investigations Office in Vienna that are in drawdown, the Advisory Committee is of the view that this surge capacity will not be required in Vienna, nor is there a continuing need for the general temporary assistance position in UNMIL. The Committee recommends that the position be discontinued and that the related non-post resources be adjusted accordingly.**

101. Subject to its recommendation in paragraph 100 (b) above, the Advisory Committee recommends the approval of the Secretary-General's staffing proposals for OIOS.

Vacancy rates

102. During its consideration of the proposed budget for the support account for 2016/17, the Advisory Committee was provided with information showing average vacancy rates of 22.8 per cent in the Professional and higher categories and 9.4 per cent in the General Service and related categories among the 119 posts authorized for OIOS from the support account for the period from 1 July 2015 to 31 January 2016. A further analysis showed that, on average, 5 of the 17 posts in the Professional and higher categories in the Investigations Division had been vacant during that period. Upon enquiry, the Advisory Committee was informed that recruiting and retaining investigators for field missions continued to be a challenge for the Office, despite its efforts to widen the reach of its job advertising and to increase the number of candidates invited for testing. The Committee was also informed that a complete review of the Office's recruitment methodology had been initiated, with a particular emphasis on widening the pools of candidates in terms of demographics, including gender, reaching more French-speaking candidates and making the recruitment process quicker and less resource-intensive. **The Advisory Committee has in the past expressed its views about the perennially high vacancy rate in the Professional and higher categories in OIOS and its possible impact on the timely delivery of its mandated outputs (see A/69/860, para. 86). The Committee reiterates the need for the Secretary-General to fill vacant posts expeditiously and recommends that the General Assembly request the Secretary-General to report on the results of the review of the Office's recruitment methodology in future reports to the Assembly.**

Ground transportation

103. An amount of $2,200 is proposed under ground transportation to provide for the local transportation costs for the Regional Investigations Offices in Nairobi and Vienna. The Secretary-General indicates that this amount reflects the transfer of the associated costs from the other supplies, services and equipment resource category. **The Advisory Committee is of the view that ground transportation costs in their totality should be included in the budget of the respective offices, not in**

the support account. In this regard, the Committee recommends a reduction of $2,200 in the resources proposed under ground transportation for OIOS.

104. **The Advisory Committee recommends the approval of the non-post resources proposed for OIOS subject to its recommendation in paragraph 103 above.**

H. Administration of justice

Post resources

105. The Secretary-General's staffing proposals for the administration of justice include: (a) the conversion of a general temporary assistance position of Legal Officer (P-3) to a post in the Office of Staff Legal Assistance; and (b) the establishment of one post of Conflict Resolution Officer (P-4) in the Office of the United Nations Ombudsman and Mediation Services at the Regional Service Centre in Entebbe. **The Advisory Committee recommends the approval of the Secretary-General's staffing proposals with respect to the administration of justice, subject to its comments in paragraph 106 below.**

Office of the United Nations Ombudsman and Mediation Services

New post of Conflict Resolution Officer (P-4) in the Office of the United Nations Ombudsman and Mediation Services at the Regional Service Centre in Entebbe

106. The Secretary-General proposes the establishment of one post of Conflict Resolution Officer (P-4) in the Office of the United Nations Ombudsman and Mediation Services at the Regional Service Centre in Entebbe to handle the increased caseload, provide conflict competence training to a greater number of staff members in peacekeeping missions and perform related functions, such as assisting in the identification of cross-cutting issues. In that regard, the Secretary-General indicates that while the overall number of staff in peacekeeping missions is expected to decrease in 2016/17, the Office anticipates an increase in conflict resolution cases on the basis of its past experience of downsizing missions (see A/70/751, paras. 664-666). **The Advisory Committee is not convinced of the requirement for a new post at the P-4 level in Entebbe and considers that the existing capacity of the Office of the United Nations Ombudsman and Mediation Services should be sufficient to handle the caseload in the 2016/17 financial period. The Committee therefore recommends against the approval of the post. The Committee also recommends that the related non-post resources be adjusted accordingly.**

Non-post resources

New general temporary assistance position of Conflict Resolution Officer (P-4) in the Office of the United Nations Ombudsman and Mediation Services at the Regional Service Centre in Entebbe

107. The Secretary-General also proposes the establishment of one general temporary assistance position of Conflict Resolution Officer (P-4) in the Office of the United Nations Ombudsman and Mediation Services at the Regional Service Centre in Entebbe to handle the increased caseload attributable to peacekeeping missions and other related functions (ibid., paras. 667 and 668). **The Advisory**

Committee is not convinced of the requirement for a new general temporary assistance position at the P-4 level in Entebbe and recommends against its approval. The Committee also recommends that the related non-post resources be adjusted accordingly.

I. Office of Legal Affairs

Post resources

New post of Legal Officer (P-4) in the Office of the Legal Counsel

108. The Secretary-General proposes the establishment of a post of Legal Officer (P-4) in the Office of the Legal Counsel to respond to the increasing number of requests for legal advice arising from peacekeeping operations and to address the complexity involved in providing such advice. According to the Secretary-General, on the basis of recent trends, the workload relating to the provision of advice on different aspects of peacekeeping matters, such as on questions arising from the interpretation of Security Council mandates and on issues arising from agreements with States and regional or subregional organizations providing operational support to United Nations operations, is anticipated to grow during 2016/17 (ibid., paras. 694-700). The Advisory Committee was informed, upon enquiry, that in the period from 2011 to 2015, the number of matters relating to peacekeeping missions that were handled by the Office of the Legal Counsel was in the range 821 to 810. The Committee was also informed that in the coming financial period, the Office, in addition to providing legal advice on a wide range of peacekeeping matters, might also be required to provide advice on the constitution of and support provided to external expert panels, since the establishment of such panels had been more frequent over the past few years and some of the panels related to peacekeeping matters. **The Advisory Committee notes that the examples of the external panels provided are mostly in relation to activities covered under the programme budget of the United Nations. The Committee is therefore not convinced of the requirement for a new post at the P-4 level in the Office of the Legal Counsel and considers that the existing capacity of the Office should be used to provide legal advice on relevant peacekeeping matters in the 2016/17 financial period. The Committee therefore recommends against the approval of the post. The Committee also recommends that the related non-post resources be adjusted accordingly.**

J. Department of Safety and Security

109. For the Department of Safety and Security, the Secretary-General proposes the establishment, for a one-year period, of a project management team comprising three general temporary assistance positions (1 Senior Project Team Leader (D-1), 1 Senior Project Manager (P-5) and 1 Project Manager (P-4)) to develop and implement the United Nations Secretariat Safety and Security Integration Project. The Secretary-General indicates that the project has been initiated to address the concerns and recommendations of the Advisory Committee contained in its report on a strengthened and unified security management system for the United Nations (A/59/539) and endorsed by the General Assembly in its resolution 59/276 (see A/70/751, para. 726). It is indicated that the team will plan, design and coordinate

the initial phase of the implementation of the integration of the security structure under the central management of the Under-Secretary-General for Safety and Security. It is also indicated that integrating the security structure under the Department's central management is expected: (a) to increase efficiency and effectiveness through better use of security resources; (b) to allow for the further professionalization of security and safety staff across the Secretariat through increased clarity of criteria and the global management of mobility and career development; (c) to better align operational needs, including crisis response, through a risk-based approach; and, as a result, (d) to improve security service delivery.

110. The Advisory Committee enquired why the request for funding for an integration project was being presented at the current time, given that the report of the Secretary-General (A/59/365) and the related report of the Committee (A/59/539) had been issued in 2004 and the conclusions and recommendations therein had been endorsed the same year by the General Assembly in its resolution 59/276. The Committee was informed that the request was being presented because of the continuing deterioration of the global security environment in which the United Nations continued to operate, coupled with the requirement to have a professional, flexible and coordinated security workforce to meet the existing challenges.

111. In this regard, the Advisory Committee recalls the comments it made in paragraph 24 of its related report, indicating: "In the opinion of the Committee, although the proposed security structure represents progress, it appears to be far from unified despite its title. The Committee points out that much remains to be done if the result of the reorganization is to be genuine integration rather than merely enhanced coordination. As it stands now, separate security structures will continue to exist, with a continuing potential for duplication and potentially dangerous confusion."

112. The Advisory Committee also recalls that, in its resolution 59/276, the General Assembly not only established the Department of Safety and Security, but also endorsed a number of structural initiatives to be implemented by the Secretary-General and reported on to the Assembly. However, the Committee notes that in the intervening years, no such report has been presented to the Assembly. According to the Secretary-General, the Secretariat has remained without a unified security structure for the provision of security services at Headquarters and in field missions, which, according to the representatives of the Secretary-General, has resulted in less effective services, reduced efficiency in the use of the existing resources, the uncoordinated delivery of services and the inconsistent application of safety and security policies and procedures.

113. **In view of its comments above, the Advisory Committee recommends that the General Assembly request the Secretary-General to conduct a review of the implementation of Assembly resolution 59/276 and report back to the Assembly on the results. Until that time, the Committee will not be in a position to recommend the approval of the Secretary-General's proposals for three new general temporary assistance positions. The Committee also recommends that the related non-post resources be adjusted accordingly.**

Official travel

114. The resource requirements proposed for official travel amount to $787,600, representing an increase of $24,600, or 3.2 per cent, compared with the apportionment for 2015/16. It is indicated that the proposed resources will cover mission planning, assessment and consultation activities ($383,500); the rapid deployment of stress counsellors for emergency critical incident stress management and needs assessment at four peacekeeping missions ($42,500); the travel of firearms training instructors of the Security and Safety Service to field missions to assess instruction programmes, training and policy developments ($33,100); and travel for various training activities ($328,500). **Taking into account its comments and recommendations in paragraph 35 above, the Advisory Committee recommends a reduction of $24,600 in the resources proposed under official travel for the Department of Safety and Security.**

115. **Subject to its recommendations in paragraphs 113 and 114 above, the Advisory Committee recommends the approval of the non-post resources requested for the Department of Safety and Security.**

K. Office of the United Nations High Commissioner for Human Rights

Post resources

116. The Secretary-General's staffing proposals for OHCHR include: the establishment of four new posts (3 P-4 and 1 P-3); and the redeployment of three posts at the P-4 level from Geneva to New York, comprising the redeployment of two posts at the P-4 level from the Africa Branch in Geneva to the Peace Mission Support Section in New York and one post at the P-4 level from the Methodology, Education and Training Section of the Research and Right to Development Division in Geneva to the New York office.

1. Field Operations and Technical Cooperation Division

117. The Secretary-General indicates that the Peace Mission Support Section comprises seven posts (1 P-5, 3 P-4, 2 P-3 and 1 General Service (Other level)) and one general temporary assistance position (P-4) funded from the support account. The Advisory Committee recalls that until December 2014, OHCHR provided dedicated support to United Nations peace operations through its Peace Mission Support and Rapid Response Section of the Field Operations and Technical Cooperation Division, located in Geneva. The Committee also recalls that with the establishment of a dedicated capacity funded from the support account during the financial year 2014/15, OHCHR provisionally consolidated its resources dedicated to peace operations in a Peace Mission Support Section in New York (see A/69/860, para. 101). The Committee also recalls that in the context of the proposed programme budget for the biennium 2016-2017, the General Assembly, in its resolution 70/247, approved the establishment of a separate Peace Mission Support Section in New York.

118. In the context of the current proposals of the Secretary-General under the support account, the Advisory Committee enquired about the end-state vision of OHCHR in terms of dedicating and consolidating its resources in support of peacekeeping operations in New York and the related time frame. The Committee

was informed that OHCHR had adopted a strategy to present its needs progressively to Member States by targeting the most urgent priorities year by year, focusing first on establishing a minimum core capacity with dedicated expertise in the integration of human rights in peacekeeping, currently housed in the Peace Mission Support Section in New York. The Committee was also informed that such an approach had enabled OHCHR to reassess its requirement for resources on a yearly basis, integrate new functions into its organizational structure and absorb new incumbents, including by recruiting and training new staff.

119. **The Advisory Committee recommends that the General Assembly request the Secretary-General to present his proposals for consolidating resources dedicated to specific peacekeeping mandates in New York by clearly reflecting the envisaged organizational structures in both New York and Geneva, as well as the related reporting lines, taking into account the existing resources and their allocation across different functions and duty stations.**

120. The Advisory Committee also recalls that in the context of the proposed budget for the biennium 2016-2017, the Secretary-General indicated his intention to place additional capacity closer to the intended beneficiaries of the Office, emphasizing the need for greater interaction at the field level, by strengthening the regional presence of OHCHR through the creation of eight regional hubs and by redeploying posts from Geneva to the field. In that connection, the Committee had noted that the role of the Peace Mission Support Section vis-à-vis the new hubs should be clarified and defined (see A/70/7, paras. VI.7, VI.17 and VI.18). The Committee further recalls that the General Assembly, in its resolution 70/247, endorsed the conclusions and recommendations of the Committee and requested the Secretary-General to present to it at its seventy-first session a revised proposal on the regional restructuring of the Office for consideration and approval. **The Advisory Committee looks forward to receiving the revised proposals of the Secretary-General in this regard for the consideration of the General Assembly at its seventy-first session.**

New posts

121. The Secretary-General proposes the establishment of one post of Human Rights Officer (P-4) in the Peace Mission Support Section located in New York to provide dedicated backstopping to the human rights components of UNMISS and UNAMID. According to the Secretary-General, OHCHR, using its existing resources, is unable to provide UNMISS and UNAMID with the day-to-day, substantive and technical expertise required by the relevant Security Council mandates. The Secretary-General indicates that the functions envisaged for the proposed post include the provision of advice and support to UNMISS, UNAMID, the Department of Peacekeeping Operations and OHCHR on relevant matters relating to human rights (see A/70/751, para. 768).

122. The Advisory Committee was informed, upon enquiry, that at present, the approved human rights posts for UNMISS and UNAMID were 110 and 91, respectively, and that the two missions combined accounted for 31 per cent of the human rights workforce in peacekeeping operations. The Committee was also informed that resources used by OHCHR to provide support to UNAMID and UNMISS were not adequate in view of the current Security Council mandates and requests made by the Department of Peacekeeping Operations for the provision of

support on human rights matters in the relevant countries. It was also highlighted to the Committee that, as a consequence of the continuing human rights crisis in South Sudan and the mandate provided to UNMISS to support the peace agreement for South Sudan, which included a number of provisions relating to human rights, the number of requests emanating from the Department and UNMISS for expert human rights advice and guidance had increased. The Committee was informed that, in view of the above, the Secretary-General had requested an additional post of Human Rights Officer (P-4). **The Advisory Committee recommends the approval of the establishment of a post of Human Rights Officer (P-4) in the Peace Mission Support Section in New York.**

123. The Secretary-General also proposes the establishment of a post of Human Rights Officer (P-4) in Addis Ababa, co-located within UNOAU, in line with its mandate, to ensure that human rights analysis is included by the Department of Peacekeeping Operations, the Department of Field Support and UNOAU in planning the deployment of joint United Nations-African Union or United Nations-supported African Union peace operations mandated by the Security Council. The Secretary-General indicates that the functions envisaged for the incumbent include leading the efforts of UNOAU to build the capacity of relevant African Union counterparts for the translation of human rights priorities into concepts of operations and rules of engagement to implement Security Council mandates; and supporting the Office in assessing appropriate programmes of work, staffing structures and budget resources for the integration of human rights in such operations (ibid., paras. 773 and 774).

124. The Advisory Committee was informed, upon enquiry, that as a result of the increase in the number of African Union-led peacekeeping operations that were implementing Security Council mandates, the number of requests made by the African Union for support in integrating human rights analysis and protection concerns into its planning for peacekeeping and in the effective implementation of human rights policies and frameworks had continued to grow. The Committee was also informed that OHCHR had received requests from the African Union directly and through UNOAU for support in matters concerning human rights, including screening military officers in African Union-led peacekeeping operations, mainstreaming human rights into the African Peace and Security Architecture and developing a framework for human rights components in African Union peace operations, and it was therefore requested that a new post of Human Rights Officer (P-4) be established and co-located within UNOAU.

125. The Advisory Committee has provided its observations and recommendations on the proposed restructuring of UNOAU in paragraphs 65 and 66 above. **In view of its recommendation made in paragraph 66 above, the Advisory Committee considers that, pending the comprehensive review of UNOAU, including its mandate, staffing and funding structures, strengthening the capacity of the Office in the area of human rights is not required at this stage, and therefore recommends against the establishment of the post of Human Rights Officer (P-4). The Committee also recommends that the related non-post resources be adjusted accordingly.**

Redeployment

126. The Secretary-General requests the redeployment of two posts of Human Rights Officer (P-4) from the Africa Branch in Geneva to the Peace Mission Support

Section in New York to maximize service to MINUSMA, MINUSCA, the Department of Peacekeeping Operations, the Department of Field Support and the integrated operational teams and to permit better backstopping of human rights components on mandate implementation. According to the Secretary-General, subsequent to the establishment of the Peace Mission Support Section in New York and the corresponding consolidation of the functions of OHCHR in the Section, the support provided by the two posts will further strengthen the Section's capacity for backstopping the peacekeeping operations (ibid., paras. 769 and 770). **The Advisory Committee recommends the approval of redeployment of the two posts of Human Rights Officer (P-4) from the Africa Branch in Geneva to the Peace Mission Support Section in New York.**

2. Research and Right to Development Division

New posts

127. The Secretary-General proposes the establishment of two new posts (1 Human Rights Officer (P-4) and 1 Human Rights Officer (P-3)) in Geneva in the Methodology, Education and Training Section of the Research and Right to Development Division. The Secretary-General indicates that in 2012, he adopted a policy on human rights screening of United Nations personnel,[1] and in 2013 informed the permanent missions of Member States of the policy by a note verbale and encouraged their full cooperation for the effective implementation of the policy to serve the interests of the United Nations. The Secretary-General also indicates that he subsequently established a working group on human rights screening to establish procedures and methodologies for screening and to oversee the development of guidance for the implementation of the policy. According to the Secretary-General, in 2015 a review of the implementation of the policy indicated that human rights screening could not be achieved adequately within existing resources, and therefore he proposes the establishment of a dedicated capacity for human rights screening, hosted by OHCHR, to provide the service to the United Nations, including the Department of Peacekeeping Operations (ibid., paras. 776-780).

128. The Advisory Committee was informed, upon enquiry, that the policy on the human rights screening of United Nations personnel was applied throughout the United Nations, and in that regard the role of OHCHR included co-chairing, with the Office of Human Resources Management, the Secretariat working group on human rights screening, which met in New York, and developing methodological and other guidance for the consistent implementation of the policy, in consultation with recruiting entities. The Committee was also informed that the incumbents of the two posts requested under the support account were envisaged to provide assistance on human rights screening requests from recruiting entities for posts in peacekeeping operations, and that additional resources to assist with screening for the recruitment and deployment of non-peacekeeping posts would be sought in the context of the proposed programme budget for the biennium 2018-2019.

129. The Advisory Committee enquired about the present status of the organizational unit and the related resources used for the screening of candidates for their conduct with regard to human rights. The Committee was informed that neither

[1] The policy provides that the United Nations will not select or deploy for service any individual who has been involved in prior criminal offences and violations of international human rights or humanitarian law.

an organizational unit dedicated to such screening nor a full-time capacity for performing the required functions had yet been established in the United Nations system, and that such a unit or capacity could be established within an existing organizational unit in OHCHR located in Geneva to ensure that the above-mentioned screening became an integral part of the Organization's recruitment process.

130. **The Advisory Committee is of the view that any proposal affecting the Organization's recruitment process should be developed in coordination and consultation with the Office of Human Resources Management and should be based on an assessment of the workload associated with the revised processes. Pending the presentation of a comprehensive proposal by the Secretary-General in this regard, the Advisory Committee recommends the approval of a temporary general assistance position of Human Rights Officer (P-4) in the Methodology, Education and Training Section in Geneva for the period 2016/17 and does not recommend the establishment of the post of Human Rights Officer (P-3). The Committee also recommends that the related non-post resources be adjusted accordingly.**

Redeployment

131. The Secretary-General proposes the redeployment of one post of Human Rights Officer (P-4) from Geneva to New York. According to the Secretary-General, the post, which is located in Geneva in the Methodology, Education and Training Section of the Research and Right to Development Division, was approved in 2013/14, and redeploying it to the New York office of OHCHR will ensure better coordination with the Department of Peacekeeping Operations, the Department of Field Support and other New York-based counterparts. The Secretary-General indicates that the post will maintain a reporting line to the Research and Right to Development Division to ensure coordination on policy, methodology and training matters (ibid., para. 775). **The Advisory Committee recommends the approval of the redeployment of the post of Human Rights Officer (P-4) from the Methodology, Education and Training Section in Geneva to the New York office of OHCHR, taking into account its recommendations made in paragraphs 119 and 120 above.**

V. Conclusion and recommendations

132. **In the present report, the Advisory Committee recommends the following:**

(a) Post requirements: the establishment of 12 of the 29 proposed new posts, and against the approval of the following 17 posts:

(i) In the Department of Peacekeeping Operations: one post of Chief of Public Affairs (D-1), one post of Senior Programme Officer (P-5), one post of Director of Mine Action Services (D-2), one post of Training Officer (P-4), two posts of Training Officer (P-3) and two posts of Training Assistant (national General Service);

(ii) In the United Nations Office to the African Union: one post of Chief of Staff (D-1), one post of Public Information Officer (National

Professional Officer) and one post of Head of the Institutional Partnership Service (D-1);

(iii) In the Department of Field Support: one post of Team Leader (D-1);

(iv) In the Office of the United Nations Ombudsman and Mediation Services at the Regional Service Centre in Entebbe: one post of Conflict Resolution Officer (P-4);

(v) In the Office of Legal Affairs: one post of Legal Officer (P-4);

(vi) In the Office of the United Nations High Commissioner for Human Rights: two posts of Human Rights Officer (P-4) and one post of Human Rights Officer (P-3);

(b) Non-post requirements:

(i) Under general temporary assistance: the continuation of a total of 109 of the 110 positions proposed for continuation by the Secretary-General (see paras. 28 and 100 (b) above); with regard to the six new positions proposed, the approval of one position of Medical Officer (P-4) in the Medical Services Division of the Office of Human Resources Management, and against five positions (1 Health Quality Officer (P-3) in the Medical Services Division of the Office of Human Resources Management, 1 Conflict Resolution Officer (P-4) in the Office of the United Nations Ombudsman and Mediation Services at the Regional Service Centre in Entebbe and 1 Project Team Leader (D-1), 1 Senior Project Manager (P-5) and 1 Project Manager (P-4) in the Department of Safety and Security); the discontinuation of three positions (2 positions as proposed (see para. 28 (c) above) and 1 position of Investigator (P-3) in UNMIL (see para. 100 (b) above)); and the establishment of one position of Human Rights Officer (P-4) in OHCHR in lieu of a post (see para. 130 above);

(ii) Reduction of $1,035,000 under consultants (see para. 31 above);

(iii) Reduction of $371,200 under official travel (see para. 35 above);

(iv) Reduction of $29,000 under ground transportation (see para. 40 above);

(v) Reduction of $600,400 under information technology (see paras. 63 and 81 above);

(vi) Reduction of $112,600 under other supplies, services and equipment (see paras. 55 and 76 above);

(vii) Adjustment of the non-post resources related to the posts and positions not recommended for establishment or recommended for abolishment in the present report ($653,200).

133. The above recommendations of the Advisory Committee would represent a decrease of $4,761,300 to the proposed budget of the Secretary-General. Accordingly, the proposed budget for the support account for 2016/17 would be decreased from $332,141,600 to $327,380,300. This amount includes $220,797,600 for post resources and $88,930,800 for non-post resources,

$16,830,400 for the enterprise resource planning project requirements and $821,500 for information and systems security.

134. **The actions to be taken by the General Assembly in connection with the financing of the peacekeeping support account for the periods 2014/15 and 2016/17 are set out in the report on budget performance (see A/70/612, para. 16) and the report on the budget (see A/70/751, para. 797). The Advisory Committee recommends that the General Assembly:**

(a) Approve the support account requirements in the amount of $327,380,300 for the 12-month period from 1 July 2016 to 30 June 2017;

(b) Decide to apply the unencumbered balance of $1,880,700 in respect of the period from 1 July 2014 to 30 June 2015 to the support account requirements for the period from 1 July 2016 to 30 June 2017;

(c) Decide to apply the total amount of other income and adjustments amounting to $2,328,300, comprising interest income ($567,400), other miscellaneous income ($78,200), cancellation of prior-period obligations ($1,658,200), and prior-period adjustments ($24,500), with respect to the period from 1 July 2014 to 30 June 2015, to the support account requirements for the period from 1 July 2016 to 30 June 2017;

(d) Apply the excess of the authorized level of the Peacekeeping Reserve Fund in respect of the financial period ended 30 June 2015 in the amount of $910,600 to the support account requirements for the period from 1 July 2016 to 30 June 2017.

Documentation

- Report of the Secretary-General on the budget performance of the support account for peacekeeping operations for the period from 1 July 2014 to 30 June 2015 (A/70/612 and Add.1)
- Report of the Secretary-General on the budget for the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017 (A/70/751)
- Report of the Independent Audit Advisory Committee on the budget of the Office of Internal Oversight Services under the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017 (A/70/759)
- Report of the Secretary-General on the overview of the financing of peacekeeping operations (A/70/749)
- Report of the Advisory Committee on Administrative and Budgetary Questions on the performance and budget for the support account for peacekeeping operations (A/69/860)
- General Assembly resolutions 69/308 and 70/249

Annex I

Financial resource requirements for the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017

Overall support account

(Thousands of United States dollars)

	Expenditure (2014/15)	*Apportionment (2015/16)*	*Cost estimate (2016/17)*	*Variance*	
				Amount	*Percentage*
Category	*(1)*	*(2)*	*(3)*	*(4)=(3)-(2)*	*(5)=(4)÷(2)*
I. Post resources	213 100.6	214 631.0	222 167.8	7 536.8	3.5
II. Non-post resources					
General temporary assistance	20 615.5	18 189.4	17 680.0	(509.4)	(2.8)
Consultants	3 450.7	6 049.6	6 123.0	73.4	1.2
Official travel	9 237.9	9 638.2	10 523.9	885.7	9.2
Facilities and infrastructure	22 892.0	22 986.4	23 147.8	161.4	0.7
Ground transportation	–	–	109.3	109.3	–
Communications	2 400.2	2 071.1	2 722.8	651.7	31.5
Information technology	17 076.2	14 484.0	15 558.4	1 074.4	7.4
Medical	–	–	143.1	143.1	–
Other supplies, services and equipment	14 517.3	16 317.9	16 313.6	(4.3)	(0.0)
Subtotal, II	**90 189.8**	**89 736.6**	**92 321.9**	**2 585.3**	**2.9**
Total	**303 290.4**	**304 367.6**	**314 489.7**	**10 122.1**	**3.3**
Umoja	20 054.7	31 306.7	16 830.4	(14 476.3)	(46.2)
Information and systems security	821.5	821.5	821.5	–	–
Gross requirements	**324 166.6**	**336 495.8**	**332 141.6**	**(4 354.2)**	**(1.3)**
Staff assessment income	26 123.5	25 868.4	26 935.2	1 066.8	4.1
Net requirements	**298 043.1**	**310 627.4**	**305 206.4**	**(5 421.0)**	**(1.7)**

Overall Department of Peacekeeping Operations

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	78 788.0	75 417.2	79 194.9	3 777.7	5.0
II. Non-post resources					
General temporary assistance	1 598.0	1 678.4	1 607.7	(70.7)	(4.2)
Consultants	319.3	483.7	497.0	13.3	2.7
Official travel	4 337.5	4 288.1	4 468.1	180.0	4.2
Facilities and infrastructure	341.8	656.0	695.1	39.1	6.0
Ground transportation	–	–	26.8	26.8	–
Communications	1 721.5	842.4	1 269.3	426.9	50.7
Information technology	7 609.9	1 885.1	1 995.7	110.6	5.9
Other supplies, services and equipment	826.3	1 036.5	587.1	(449.4)	(43.4)
Subtotal, II	**16 754.3**	**10 870.2**	**11 146.8**	**276.6**	**2.5**
Total	**95 542.3**	**86 287.4**	**90 341.7**	**4 054.3**	**4.7**

Office of the Under-Secretary-General

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	11 895.7	11 442.5	11 960.0	517.5	4.5
II. Non-post resources					
General temporary assistance	633.1	644.3	570.9	(73.4)	(11.4)
Official travel	547.1	559.5	559.8	0.3	0.1
Facilities and infrastructure	341.8	656.0	695.1	39.1	6.0
Communications	1 721.5	842.4	1 106.5	264.1	31.4
Information technology	7 609.9	1 885.1	1 995.7	110.6	5.9
Other supplies, services and equipment	187.6	329.7	35.1	(294.6)	(89.4)
Subtotal, II	**11 041.0**	**4 917.0**	**4 963.1**	**46.1**	**0.9**
Total	**22 936.7**	**16 359.5**	**16 923.1**	**563.6**	**3.4**

Office of Operations

(Thousands of United States dollars)

Category	Expenditure (2014/15)	Apportionment (2015/16)	Cost estimate (2016/17)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	12 537.3	12 386.2	12 572.8	186.6	1.5
II. Non-post resources					
General temporary assistance	361.1	282.9	277.2	(5.7)	(2.0)
Official travel	766.5	746.2	782.2	36.0	4.8
Subtotal, II	**1 127.6**	**1 029.1**	**1 059.4**	**30.3**	**2.9**
Total	**13 664.9**	**13 415.3**	**13 632.2**	**216.9**	**1.6**

Office of Military Affairs

(Thousands of United States dollars)

Category	Expenditure (2014/15)	Apportionment (2015/16)	Cost estimate (2016/17)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	27 162.4	23 250.4	24 006.1	755.7	3.3
II. Non-post resources					
Official travel	633.7	634.6	667.1	32.5	5.1
Subtotal, II	**633.7**	**634.6**	**667.1**	**32.5**	**5.1**
Total	**27 796.1**	**23 885.0**	**24 673.2**	**788.2**	**3.3**

Office of Rule of Law and Security Institutions

(Thousands of United States dollars)

Category	Expenditure (2014/15)	Apportionment (2015/16)	Cost estimate (2016/17)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	16 766.9	17 638.1	19 053.6	1 415.5	8.0
II. Non-post resources					
General temporary assistance	441.3	751.2	759.6	8.4	1.1
Official travel	789.8	762.3	810.7	48.4	6.3
Communications	–	–	23.1	23.1	–
Other supplies, services and equipment	21.3	24.2	–	(24.2)	(100.0)
Subtotal, II	**1 252.4**	**1 537.7**	**1 593.4**	**55.7**	**3.6**
Total	**18 019.3**	**19 175.8**	**20 647.0**	**1 471.2**	**7.7**

Policy, Evaluation and Training Division

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	10 425.7	10 700.0	11 602.4	902.4	8.4
II. Non-post resources					
General temporary assistance	162.5	–	–	–	–
Consultants	319.3	483.7	497.0	13.3	2.7
Official travel	1 600.4	1 585.5	1 648.3	62.8	4.0
Ground transportation	–	–	26.8	26.8	–
Communications	–	–	139.7	139.7	–
Other supplies, services and equipment	617.4	682.6	552.0	(130.6)	(19.1)
Subtotal, II	**2 699.6**	**2 751.8**	**2 863.8**	**112.0**	**4.1**
Total	**13 125.3**	**13 451.8**	**14 466.2**	**1 014.4**	**7.5**

United Nations Office to the African Union

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	6 308.3	6 084.9	6 016.0	(68.9)	(1.1)
II. Non-post resources					
General temporary assistance	15.3	47.2	48.8	1.6	3.4
Official travel	241.9	305.6	305.6	–	–
Facilities and infrastructure	67.4	18.7	36.0	17.3	92.5
Ground transportation	–	–	80.3	80.3	–
Communications	–	267.6	348.1	80.5	30.1
Information technology	–	118.0	153.4	35.4	30.0
Medical	–	–	34.5	34.5	–
Other supplies, services and equipment	169.8	176.5	41.3	(135.2)	(76.6)
Subtotal, II	**494.4**	**933.6**	**1 048.0**	**114.4**	**12.3**
Total	**6 802.7**	**7 018.5**	**7 064.0**	**45.5**	**0.6**

Overall Department of Field Support

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	61 217.3	61 766.9	63 383.9	1 617.0	2.6
II. Non-post resources					
General temporary assistance	4 915.2	3 380.1	3 040.7	(339.4)	(10.0)
Consultants	26.9	1 695.0	1 964.0	269.0	15.9
Official travel	1 205.6	1 248.2	1 881.6	633.4	50.7
Communications	–	267.5	456.2	188.7	70.5
Information technology	–	5 319.8	6 005.5	685.7	12.9
Other supplies, services and equipment	91.2	10.0	1 368.6	1 358.6	13 586.0
Subtotal, II	**6 238.9**	**11 920.6**	**14 716.6**	**2 796.0**	**23.5**
Total	**67 456.2**	**73 687.5**	**78 100.5**	**4 413.0**	**6.0**

Office of the Under-Secretary-General

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	10 039.5	10 662.4	11 312.5	650.1	6.1
II. Non-post resources					
General temporary assistance	1 020.6	297.1	379.8	82.7	27.8
Consultants	–	–	135.0	135.0	–
Official travel	293.9	397.0	420.7	23.7	6.0
Subtotal, II	**1 314.5**	**694.1**	**935.5**	**241.4**	**34.8**
Total	**11 354.0**	**11 356.5**	**12 248.0**	**891.5**	**7.9**

Field Budget and Finance Division

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	10 283.4	11 161.3	11 408.2	246.9	2.2
II. Non-post resources					
General temporary assistance	412.8	249.7	243.8	(5.9)	(2.4)
Official travel	127.2	117.5	630.0	512.5	436.2
Other supplies, services and equipment	–	–	1 354.6	1 354.6	–
Subtotal, II	**540.0**	**367.2**	**2 228.4**	**1 861.2**	**506.9**
Total	**10 823.4**	**11 528.5**	**13 636.6**	**2 108.1**	**18.3**

Field Personnel Division

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	15 249.9	15 132.5	15 106.8	(25.7)	(0.2)
Ii. Non-post resources					
General temporary assistance	3 122.0	2 423.4	2 417.1	(6.3)	(0.3)
Consultants	26.9	95.0	329.0	234.0	246.3
Official travel	168.2	166.2	238.9	72.7	43.7
Other supplies, services and equipment	91.2	10.0	14.0	4.0	40.0
Subtotal, II	**3 408.3**	**2 694.6**	**2 999.0**	**304.4**	**11.3**
Total	**18 658.2**	**17 827.1**	**18 105.8**	**278.7**	**1.6**

Logistics Support Division

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	20 138.4	19 614.7	20 242.5	627.8	3.2
II. Non-post resources					
General temporary assistance	359.8	409.9	–	(409.9)	(100.0)
Consultants	–	1 600.0	1 500.0	(100.0)	(6.3)
Official travel	388.6	360.4	375.9	15.5	4.3
Subtotal, II	**748.4**	**2 370.3**	**1 875.9**	**(494.4)**	**(20.9)**
Total	**20 886.8**	**21 985.0**	**22 118.4**	**133.4**	**0.6**

Information and Communications Technology Division

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	5 506.1	5 196.0	5 313.9	117.9	2.3
II. Non-post resources					
Official travel	227.7	207.1	216.1	9.0	4.3
Communications	–	267.5	456.2	188.7	70.5
Information technology	–	5 319.8	6 005.5	685.7	12.9
Subtotal, II	**227.7**	**5 794.4**	**6 677.8**	**883.4**	**15.2**
Total	**5 733.8**	**10 990.4**	**11 991.7**	**1 001.3**	**9.1**

Overall Department of Management

(Thousands of United States dollars)

Category	Expenditure (2014/15)	Apportionment (2015/16)	Cost estimate (2016/17)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	37 971.5	38 654.0	39 390.3	736.3	1.9
II. Non-post resources					
General temporary assistance	6 169.0	4 816.2	4 925.0	108.8	2.3
Consultants	2 234.0	2 859.5	2 555.0	(304.5)	(10.6)
Official travel	1 500.4	1 535.4	1 535.4	–	–
Facilities and infrastructure	22 302.8	21 920.9	21 930.2	9.3	0.0
Communications	505.3	431.1	324.7	(106.4)	(24.7)
Information technology	8 745.4	6 498.9	6 603.0	104.1	1.6
Medical	–	–	100.0	100.0	–
Other supplies, services and equipment	10 139.1	11 468.2	11 467.6	(0.6)	(0.0)
Subtotal, II	**51 596.0**	**49 530.2**	**49 440.9**	**(89.3)**	**(0.2)**
Total	**89 567.5**	**88 184.2**	**88 831.2**	**647.0**	**0.7**
Umoja	20 054.7	31 306.7	16 830.4	(14 476.3)	(46.2)
Information and systems security	821.5	821.5	821.5	–	–
Total requirements	**110 443.7**	**120 312.4**	**106 483.1**	**(13 829.3)**	**(11.5)**

Office of the Under-Secretary-General

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	1 506.7	1 701.4	1 747.1	45.7	2.7
II. Non-post resources					
General temporary assistance	348.7	235.7	238.8	3.1	1.3
Consultants	33.2	77.0	77.0	–	–
Official travel	114.4	112.3	112.3	–	–
Facilities and infrastructure	21 768.3	156.5	165.5	9.0	5.8
Communications	504.3	431.1	293.6	(137.5)	(31.9)
Information technology	603.0	943.5	974.8	31.3	3.3
Other supplies, services and equipment	9 173.2	10 375.6	10 862.0	486.4	4.7
Subtotal, II	**32 545.1**	**12 331.7**	**12 724.0**	**392.3**	**3.2**
Total	**34 051.8**	**14 033.1**	**14 471.1**	**438.0**	**3.1**
Umoja	20 054.7	31 306.7	16 830.4	(14 476.3)	(46.2)
Total requirements	**54 106.5**	**45 339.8**	**31 301.5**	**(14 038.3)**	**(31.0)**

Office of Programme Planning, Budget and Accounts

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	14 669.3	15 510.1	15 652.6	142.5	0.9
II. Non-post resources					
General temporary assistance	1 714.4	1 276.9	1 283.0	6.1	0.5
Consultants	1 554.3	2 391.0	1 899.0	(492.0)	(20.6)
Official travel	373.7	468.4	468.4	–	–
Information technology	722.5	748.3	582.3	(166.0)	(22.2)
Other supplies, services and equipment	151.1	243.7	239.0	(4.7)	(1.9)
Subtotal, II	**4 516.0**	**5 128.3**	**4 471.7**	**(656.6)**	**(12.8)**
Total	**19 185.3**	**20 638.4**	**20 124.3**	**(514.1)**	**(2.5)**

Office of Human Resources Management

(Thousands of United States dollars)

Category	Expenditure (2014/15)	Apportionment (2015/16)	Cost estimate (2016/17)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	7 275.1	6 804.7	6 500.3	(304.4)	(4.5)
II. Non-post resources					
General temporary assistance	3 176.8	2 432.3	919.3	(1 513.0)	(62.2)
Consultants	106.0	156.5	341.5	185.0	118.2
Official travel	188.9	141.8	133.8	(8.0)	(5.6)
Information technology	1 205.8	1 226.0	–	(1 226.0)	(100.0)
Medical	–	–	100.0	100.0	–
Other supplies, services and equipment	140.9	140.6	15.6	(125.0)	(88.9)
Subtotal, II	**4 818.4**	**4 097.2**	**1 510.2**	**(2 587.0)**	**(63.1)**
Total	**12 093.5**	**10 901.9**	**8 010.5**	**(2 891.4)**	**(26.5)**

Office of Central Support Services

(Thousands of United States dollars)

Category	Expenditure (2014/15)	Apportionment (2015/16)	Cost estimate (2016/17)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	12 253.8	12 566.7	12 810.2	243.5	1.9
II. Non-post resources					
General temporary assistance	449.8	374.3	371.0	(3.3)	(0.9)
Consultants	290.1	235.0	237.5	2.5	1.1
Official travel	527.8	544.6	544.6	–	–
Facilities and infrastructure	191.4	21 764.4	21 764.7	0.3	0.0
Information technology	70.6	73.4	433.9	360.5	491.1
Other supplies, services and equipment	673.9	708.3	351.0	(357.3)	(50.4)
Subtotal, II	**2 203.6**	**23 700.0**	**23 702.7**	**2.7**	**0.0**
Total	**14 457.4**	**36 266.7**	**36 512.9**	**246.2**	**0.7**

Office of Information and Communications Technology

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	2 266.6	2 071.1	2 680.1	609.0	29.4
II. Non-post resources					
General temporary assistance	479.3	497.0	2 112.9	1 615.9	325.1
Consultants	250.4	–	–	–	–
Official travel	295.6	268.3	276.3	8.0	3.0
Facilities and infrastructure	343.1	–	–	–	–
Communications	1.0	–	31.1	31.1	–
Information technology	6 143.5	3 507.7	4 612.0	1 104.3	31.5
Subtotal, II	**7 512.9**	**4 273.0**	**7 032.3**	**2 759.3**	**64.6**
Total	**9 779.5**	**6 344.1**	**9 712.4**	**3 368.3**	**53.1**
Information and systems security	821.5	821.5	821.5	–	–
Total requirements	**10 601.0**	**7 165.6**	**10 533.9**	**3 368.3**	**47.0**

Office of Internal Oversight Services

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	18 944.6	21 702.5	21 734.3	31.8	0.1
II. Non-post resources					
General temporary assistance	6 781.3	7 529.0	7 014.0	(515.0)	(6.8)
Consultants	267.4	334.5	394.1	59.6	17.8
Official travel	906.0	960.8	960.8	–	–
Facilities and infrastructure	161.6	261.5	318.6	57.1	21.8
Ground transportation	–	–	2.2	2.2	–
Communications	89.3	131.2	191.2	60.0	45.7
Information technology	526.7	437.6	476.5	38.9	8.9
Medical	–	–	8.6	8.6	–
Other supplies, services and equipment	188.6	205.1	127.7	(77.4)	(37.7)
Subtotal, II	**8 920.9**	**9 859.7**	**9 493.7**	**(366.0)**	**(3.7)**
Total	**27 865.5**	**31 562.2**	**31 228.0**	**(334.2)**	**(1.1)**

Executive Office of the Secretary-General

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	1 055.8	912.6	932.7	20.1	2.2
II. Non-post resources					
General temporary assistance	86.4	52.9	53.7	0.8	1.5
Facilities and infrastructure	2.5	2.5	6.1	3.6	144.0
Communications	10.6	10.6	10.2	(0.4)	(3.8)
Information technology	14.8	15.6	17.0	1.4	9.0
Other supplies, services and equipment	3.6	4.6	–	(4.6)	(100.0)
Subtotal, II	**117.9**	**86.2**	**87.0**	**0.8**	**0.9**
Total	**1 173.7**	**998.8**	**1 019.7**	**20.9**	**2.1**

Administration of justice

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	–	–	–	–	–
II. Non-post resources					
Other supplies, services and equipment	3 025.0	3 274.1	2 687.7	(586.4)	(17.9)
Subtotal, II	**3 025.0**	**3 274.1**	**2 687.7**	**(586.4)**	**(17.9)**
Total	**3 025.0**	**3 274.1**	**2 687.7**	**(586.4)**	**(17.9)**

Office of Staff Legal Assistance

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	–	–	175.7	175.7	–
II. Non-post resources					
General temporary assistance	172.3	173.4	–	(173.4)	(100.0)
Facilities and infrastructure	0.5	0.5	0.5	–	–
Communications	0.4	0.4	0.4	–	–
Information technology	–	1.5	1.5	–	–
Subtotal, II	**173.2**	**175.8**	**2.4**	**(173.4)**	**(98.6)**
Total	**173.2**	**175.8**	**178.1**	**2.3**	**1.3**

Office of the United Nations Ombudsman and Mediation Services

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	1 573.7	1 634.7	1 729.6	94.9	5.8
II. Non-post resources					
General temporary assistance	(19.3)	–	98.8	98.8	–
Consultants	50.4	70.0	70.0	–	–
Official travel	128.9	151.3	151.3	–	–
Facilities and infrastructure	–	9.9	9.9	–	–
Communications	7.2	7.2	15.6	8.4	116.7
Information technology	5.2	5.3	28.2	22.9	432.1
Other supplies, services and equipment	14.4	41.1	9.8	(31.3)	(76.2)
Subtotal, II	**186.8**	**284.8**	**383.6**	**98.8**	**34.7**
Total	**1 760.5**	**1 919.5**	**2 113.2**	**193.7**	**10.1**

Ethics Office

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	206.1	484.9	496.3	11.4	2.4
II. Non-post resources					
Consultants	512.6	541.0	577.0	36.0	6.7
Official travel	60.4	58.1	58.1	–	–
Facilities and infrastructure	1.8	1.5	1.5	–	–
Communications	1.7	1.7	13.7	12.0	705.9
Information technology	5.6	6.7	6.7	–	–
Other supplies, services and equipment	16.1	12.0	–	(12.0)	(100.0)
Subtotal, II	**598.2**	**621.0**	**657.0**	**36.0**	**5.8**
Total	**804.3**	**1 105.9**	**1 153.3**	**47.4**	**4.3**

Office of Legal Affairs

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	3 143.9	3 316.8	3 519.6	202.8	6.1
II. Non-post resources					
General temporary assistance	448.0	54.6	55.4	0.8	1.5
Consultants	30.0	55.3	55.3	–	–
Official travel	26.1	31.9	31.9	–	–
Facilities and infrastructure	8.9	9.0	15.2	6.2	68.9
Communications	27.3	27.4	23.7	(3.7)	(13.5)
Information technology	79.6	85.9	98.1	12.2	14.2
Other supplies, services and equipment	5.2	9.2	3.8	(5.4)	(58.7)
Subtotal, II	**625.1**	**273.3**	**283.4**	**10.1**	**3.7**
Total	**3 769.0**	**3 590.1**	**3 803.0**	**212.9**	**5.9**

Department of Public Information

(Thousands of United States dollars)

Category	Expenditure (2014/15)	Apportionment (2015/16)	Cost estimate (2016/17)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	550.4	611.3	628.4	17.1	2.8
II. Non-post resources					
General temporary assistance	11.3	31.3	32.0	0.7	2.2
Consultants	10.1	10.6	10.6	–	–
Official travel	31.4	57.2	57.2	–	–
Facilities and infrastructure	2.0	2.0	2.0	–	–
Communications	7.2	7.2	7.2	–	–
Information technology	36.9	37.0	37.0	–	–
Other supplies, services and equipment	–	1.0	1.0	–	–
Subtotal, II	**98.9**	**146.3**	**147.0**	**0.7**	**0.5**
Total	**649.3**	**757.6**	**775.4**	**17.8**	**2.3**

Department of Safety and Security

(Thousands of United States dollars)

Category	Expenditure (2014/15)	Apportionment (2015/16)	Cost estimate (2016/17)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	2 848.5	2 813.7	2 887.9	74.2	2.6
II. Non-post resources					
General temporary assistance	–	–	390.1	390.1	–
Official travel	576.4	763.0	787.6	24.6	3.2
Facilities and infrastructure	1.3	9.0	10.5	1.5	16.7
Communications	24.5	32.5	37.6	5.1	15.7
Information technology	46.0	50.0	56.9	6.9	13.8
Other supplies, services and equipment	33.0	29.6	5.0	(24.6)	(83.1)
Subtotal, II	**681.2**	**884.1**	**1 287.7**	**403.6**	**45.7**
Total	**3 529.7**	**3 697.8**	**4 175.6**	**477.8**	**12.9**

Secretariat of the Advisory Committee on Administrative and Budgetary Questions

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	–	–	198.0	198.0	–
II. Non-post resources					
General temporary assistance	258.5	317.0	223.9	(93.1)	(29.4)
Facilities and infrastructure	0.8	1.0	1.0	–	–
Communications	–	3.2	2.7	(0.5)	(15.6)
Information technology	2.4	3.4	3.5	0.1	2.9
Subtotal, II	**261.7**	**324.6**	**231.1**	**(93.5)**	**(28.8)**
Total	**261.7**	**324.6**	**429.1**	**104.5**	**32.2**

Office of the United Nations High Commissioner for Human Rights

(Thousands of United States dollars)

Category	Expenditure (2014/15) (1)	Apportionment (2015/16) (2)	Cost estimate (2016/17) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	492.5	1 231.5	1 880.2	648.7	52.7
II. Non-post resources					
General temporary assistance	179.5	109.3	189.9	80.6	73.7
Official travel	223.3	238.6	286.3	47.7	20.0
Facilities and infrastructure	0.6	93.9	121.2	27.3	29.1
Communications	5.2	41.1	22.2	(18.9)	(46.0)
Information technology	3.7	19.2	75.4	56.2	292.7
Other supplies, services and equipment	5.0	50.0	14.0	(36.0)	(72.0)
Subtotal, II	**417.3**	**552.1**	**709.0**	**156.9**	**28.4**
Total	**909.8**	**1 783.6**	**2 589.2**	**805.6**	**45.2**

Annex II

Proposed new posts under the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017

	Secretary-General's proposal (A/70/751)				*Recommendation of the Advisory Committee*
	Posts	*Level*	*Title*	*Status*	
Department of Peacekeeping Operations					
Office of the Under-Secretary-General					
Front office	1	D-1	Chief of Public Affairs	New	No
Subtotal	**1**				
Office of Military Affairs					
Force Generation Service	1	P-4	Planning Officer (Strategic Force Generation and Capability Planning Cell)	New	Yes
Subtotal	**1**				
Office of Rule of Law and Security Institutions					
Office of the Assistant Secretary-General	1	P-5	Senior Programme Officer	New	No
Mine Action Service (New York)	1	D-2	Director	New	No
Police Division	1	P-4	Training Adviser[a]	New/transfer/ reassignment	Yes
	1	P-4	Transnational Crime Adviser[a]	New/transfer	Yes
	1	P-3	Police Technology Requirements Adviser[a]	New/transfer/ reassignment	Yes
	1	P-3	Police Personnel Management Officer (strategic force generation and capability planning cell)[a]	New/transfer	Yes
Subtotal	**6**				
Policy, Evaluation and Training Division					
Office of the Director	1	P-4	Programme Officer (Strategic Force Generation and Capability Planning Cell)	New	Yes
Integrated Training Service (Entebbe)	1	P-4	Training Officer[a]	New/transfer	No
	2	P-3	Training Officer[a]	New/transfer	No
	2	NGS	Training Assistant[a]	New/transfer	No
Subtotal	**6**				
Subtotal, Department of Peacekeeping Operations	**14**				

	Secretary-General's proposal (A/70/731)				Recommendation of the Advisory Committee
	Posts	Level	Title	Status	
United Nations Office to the African Union					
Office of the Special Representative of the Secretary-General	1	D-1	Chief of Staff	New	No
	1	NPO	Public Information Officer	New	No
Institutional and Operational Partnership Service	1	D-1	Head of Institutional and Operational Partnership Service	New	No
Subtotal, United Nations Office to the African Union	**3**				
Department of Field Support					
Office of the Under-Secretary-General					
UNSOS Headquarters Support Team	1	D-1	Team Leader	New	No
Conduct and Discipline Unit	1	P-5	Senior Programme Officer (Sexual Exploitation and Abuse)	New	Yes
	1	P-4	Programme Officer (Sexual Exploitation and Abuse)	New	Yes
Subtotal	**3**				
Subtotal, Department of Field Support	**4**				
Office of Staff Legal Assistance					
Nairobi	1	P-3	Legal officer (continued for 5 years as GTA)	Conversion	Yes
Subtotal, Office of Staff Legal Assistance	**1**				
Office of the United Nations Ombudsman and Mediation Services					
Regional Ombudsman Office (Entebbe)	1	P-4	Conflict Resolution Officer	New	No
Subtotal, Office of the United Nations Ombudsman and Mediation Services	**1**				
Office of Legal Affairs					
Office of the Legal Counsel	1	P-4	Legal Officer	New	No
Subtotal, Office of Legal Affairs	**1**				
Secretariat of the Advisory Committee on Administrative and Budgetary Questions	1	P-4	Administrative Officer (continued for >5 years as GTA)	Conversion	Yes
Subtotal, Secretariat of the Advisory Committee on Administrative and Budgetary Questions	**1**				

	Secretary-General's proposal (A/70/751)				Recommendation of the Advisory Committee
	Posts	Level	Title	Status	
Office of the High Commissioner for Human Rights					
Field Operations and Technical Cooperation Division					
Peace Mission Support Section (New York)	1	P-4	Human Rights Officer	New	Yes
Peace Mission Support Section (Addis Ababa)	1	P-4	Human Rights Officer	New	No
Subtotal	**2**				
Research and Right to Development Division					
Methodology, Education and Training Section (Geneva)	1	P-4	Human Rights Officer	New	No
	1	P-3	Human Rights Officer	New	No
Subtotal	**2**				
Subtotal, OHCHR	**4**				
Total	**29**				

Summary of proposed posts by level

D-2	1
D-1	4
P-5	3
P-4	12
P-3	6
NPO	1
NGS	2
Total	**29**

Summary by type

New	18
Conversion	2
Transfer	9
Total	**29**

Abbreviations: NGS, national General Service; NPO, National Professional Officer.

[a] Abolishment of posts in UNLB and re-establishment under the support account.

Annex III

Proposed restructuring, redeployment, reassignment, reclassification and abolishment of posts under the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017

Restructuring

Department of Peacekeeping Operations

Office of the Under-Secretary-General: Front office of the Under-Secretary-General: renaming of the Public Affairs Section as the Public Affairs Service

Office of Chief of Staff: change in functions of one post (D-1 Executive Officer) in the Executive Office to include functions of Deputy Chief of Staff (D-1)

Office of Military Affairs: Force Generation Service: establishment of the Strategic Force Generation and Capability Planning Cell

Office of Rule of Law and Security Institutions: Office of the Assistant Secretary-General: renaming of the Criminal Law and Judicial Advisory Service as the Justice and Corrections Service; renaming of the Security Sector Reform Unit as the Security Sector Reform Service

Policy, Evaluation and Training Division: Integrated Training Service: transfer of the Civilian Pre-deployment Training Team from UNLB to Entebbe with funding from the support account

United Nations Office to the African Union

Restructuring of the Office into three components: the Office of the Special Representative of the Secretary-General and two other pillars overseen by it: political partnership and institutional and operational partnership

Department of Field Support

Office of the Assistant Secretary-General/Office of the Under-Secretary-General: renaming of the Conduct and Discipline Unit as the Conduct and Discipline Service

Department of Management

Realignment of posts and general temporary assistance positions under the support account to the approved structure of the Office of Information and Communications Technology

Integration of the Human Resources Information Systems Section, Office of Human Resources Management, into the Office of Information and Communications Technology

Office of Internal Oversight Services

Investigations Division: establishment of MINUSMA and MINUSCA Resident Investigations Offices

Redeployments

Department of Peacekeeping Operations

Office of Military Affairs: Strategic Force Generation and Capability Planning Cell: redeployment of 1 post (P-4 Military Planning Officer) from the Force Generation Service

Department of Management

Office of Information and Communications Technology: Global Operations Division: redeployment of 1 post (GS (OL) Helpdesk Assistant) from the Financial Information Operations Service in the Office of Programme Planning, Budget and Accounts

Enterprise Applications Centre (New York office): redeployment of 3 posts (1 P-4 Project Manager, 1 P-3 Business Analyst, 1 GS (OL) Umoja/IMIS Helpdesk Assistant) from the Human Resources Information Systems Section in the Office of Human Resources Management

Enterprise Applications Centre (Bangkok office): redeployment of 1 post (P-3 Project Manager) from the Enterprise Applications Centre (New York office)

Office of Internal Oversight Services

Resident Investigations Office in MINUSCA: redeployment of 1 post (P-5 Senior Investigator) from the Investigations Division in New York; redeployment of 1 post (P-4 Investigator) from the Regional Investigations Office in Entebbe

Regional Investigations Office in Entebbe: redeployment of 1 post (P-3 Investigator) from the Resident Investigations Office in MINUSTAH

Office of the High Commissioner for Human Rights

Peace Missions Support Section (New York): redeployment of 2 posts (P-4 Human Rights Officer) from Field Operations and Technical Cooperation Division/Africa Branch (Geneva)

Research and Right to Development Division/Methodology, Education and Training Section (New York): redeployment of 1 post (P-4 Human Rights Officer) from the Methodology, Education and Training Section in Geneva

Reclassification

Department of Management

Office of Central Support Services: Procurement Division/Communications and Information Technology Procurement Section: reclassification of 1 post (P-4 Procurement Officer to P-5 Chief of Section)

Abolishment of posts

Department of Peacekeeping Operations

Office of the Under-Secretary-General: Executive Office: abolishment of 1 post (1 GS (OL) Administrative Assistant)

Office of Operations: Office of the Assistant Secretary-General: abolishment of 1 post (1 P-5 Senior Political Affairs Officer)

United Nations Office to the African Union

Office of the Special Representative of the Secretary-General: abolishment of 1 post (1 FS Security Assistant)

Administrative Support Section: abolishment of 2 posts (1 FS Communications Technology Assistant, 1 NGS Facilities Management Assistant)

Institutional and Operational Partnership Service: abolishment of 1 post (1 P-4 Procurement Planner)

Department of Field Support

Field Personnel Division:

Field Personnel Operations Service/Asia and Middle East Section: abolishment of 1 post (1 GS (OL) Administrative Assistant)

Field Personnel Operations Service/East and Central Africa Section: abolishment of 1 post (1 GS (OL) Administrative Assistant)

Field Personnel Operations Service/West Africa, Europe and Americas Section: abolishment of 1 post (1 GS (OL) Administrative Assistant)

Department of Management

Office of Programme Planning, Budget and Accounts: Peacekeeping Financing Division: abolishment of 1 post (1 GS (OL) Finance and Budget Assistant)

Office of Central Support Services Procurement Division: abolishment of 1 post (1 GS (OL) Team Assistant)

Annex IV

Proposed general temporary assistance positions under the support account for peacekeeping operations for the period from 1 July 2016 to 30 June 2017

	Authorized 2015/16 (1)	*Discontinued (2)*	*Conversion (3)*	*New positions (4)*	*Proposed 2016/17 (5)*	*Variance (6)=(5)-(1)*
Department of Peacekeeping Operations	9	–	–	–	9	–
Department of Field Support	23	(2)	–	–	21	(2)
Department of Management	35	–	–	2	37	2
Office of Internal Oversight Services	43	–	–	–	43	–
Office of Staff Legal Assistance	1	–	(1)	–	–	(1)
Office of Mission Support	–	–	–	1	1	1
Department of Safety and Security	–	–	–	3	3	3
Advisory Committee on Administrative and Budgetary Questions	2	–	(1)	–	1	(1)
Office of the High Commissioner for Human Rights	1	–	–	–	1	–
Total	**114**	**(2)**	**(2)**	**6**	**116**	**2**

Positions to be discontinued in 2016/17

	Number	*Level*	*Title*
Department of Field Support			
Logistics Support Division: Logistics Operations Section	(1)	P-5	Senior Logistics Officer (MINUSCA)
	(1)	P-4	Planning Officer (Engineer) (MINUSCA)
Total reduction	**(2)**		

Proposed general temporary assistance positions, by entity

	Secretary-General's proposal (A/70/751)				
Entity	*Positions*	*Level*	*Title*	*Status*	*Years continued*
Department of Peacekeeping Operations					
Office of the Under-Secretary-General					
Front office of the Chief of Staff	1	P-4	Organizational Resilience Officer	Continuation	>5
	1	GS (OL)	Administrative Assistant (organizational resilience)	Continuation	>5
Executive Office	1	P-4	Human Resources Officer	Continuation	1
	–	3 months, 1 P-4	Leave replacement	Continuation	–
	–	2 months, 1 P-3	Leave replacement	Continuation	–
	–	2 months, 1 GS (OL)	Leave replacement	Continuation	–
Subtotal	**3**				
Office of Operations					
Africa II Division	1	P-4	Electoral Affairs Officer	Continuation	2
	1	GS (OL)	Administrative Assistant	Continuation	2
Subtotal	**2**				
Office of Rule of Law and Security Institutions					
Office of the Assistant Secretary-General	1	P-4	Rule of Law and Security Institutions Officer (MINUSCA)	Continuation	2
Criminal Law and Judicial Advisory Service	1	P-4	Judicial Affairs Officer	Continuation	5
Police Division	1	P-4	Police Programme Officer (MINUSCA)	Continuation	2
Disarmament, Demobilization and Reintegration Section	1	P-4	Policy and Planning Officer (disarmament, demobilization and reintegration) (MINUSCA)	Continuation	2
Subtotal	**4**				
Subtotal, Department of Peacekeeping Operations	**9**				
United Nations Office to the African Union					
Administrative Support Section	–	3 months, 1 P-3	Leave replacement	Continuation	–
	–	3 months, 1 NGS	Leave replacement	Continuation	–
Subtotal, United Nations Office to the African Union	**–**				

	Secretary-General's proposal (A/70/751)				
Entity	*Positions*	*Level*	*Title*	*Status*	*Years continued*
Department of Field Support					
Office of the Under-Secretary-General					
Operational Support Team	1	P-4	Planning Officer (MINUSCA)	Continuation	2
Conduct and Discipline Unit	1	P-4	Disciplinary Officer	Continuation	1
Subtotal	**2**				
Field Budget and Finance Division					
Memorandum of Understanding and Claims Management Section	1	P-3	Finance Officer (MINUSCA)	Continuation	2
Reimbursement Policy and Liaison Section	1	GS (OL)	Administrative Assistant	Continuation	3
Subtotal	**2**				
Field Personnel Division					
Recruitment Section	12	P-3	Human Resources Officer (occupational groups)	Continuation	>5
	4	GS (OL)	Human Resources Assistant (occupational groups)	Continuation	>5
East and Central Africa Section	1	P-4	Human Resources Officer (MINUSCA)	Continuation	2
Subtotal	**17**				
Subtotal, Department of Field Support	**21**				
Department of Management					
Office of the Under-Secretary-General					
Executive Office	–	3 months, 1 P-4	Leave replacement	Continuation	–
	–	3 months, 1 GS (OL)	Leave replacement	Continuation	–
Management Evaluation Unit	1	P-3	Legal Officer	Continuation	3
Subtotal	**1**				
Office of Programme Planning, Budget and Accounts					
Office of the Controller	1	P-4	Project Manager (IPSAS)	Continuation	1
	1	P-4	IPSAS Officer	Continuation	5
	2	P-3	IPSAS Officer	Continuation	5
Accounts Division	1	P-4	Finance Officer (MINUSCA)	Continuation	4
	1	GS (OL)	Finance Assistant (insurance)	Continuation	>5
Peacekeeping Financing Division	2	P-3	Finance and Budget Officer	Continuation	>5
Subtotal	**8**				

	Secretary-General's proposal (A/70/751)				
Entity	*Positions*	*Level*	*Title*	*Status*	*Years continued*
Office of Human Resources Management					
Medical Services Division	1	P-4	Medical Officer	New	–
	1	P-3	Health Quality Officer	New	–
Human Resources Policy Services	1	P-2	Associate Legal Officer	Continuation	>5
Learning, Development and Human Resources Services Division	1	P-3	Human Resources Officer (performance management)	Continuation	>5
Strategic Planning and Staffing Division	1	P-4	Project Manager (data warehouse) (from Human Resources Information Systems Section)	Continuation	>5
	1	P-3	Human Resources Officer (mobility) (from Learning, Development and Human Resources Services Division)	Continuation	>5
	1	GS (OL)	Human Resources Assistant (mobility) (from Learning, Development and Human Resources Services Division)	Continuation	>5
Subtotal	**7**				
Office of Central Support Service					
Procurement Division	1	P-3	Procurement Officer (engineer) (MINUSCA)	Continuation	2
	1	GS (OL)	Procurement Assistant	Continuation	>5
Archives and Records Management Section	1	P-2	Associate Information Management Officer	Continuation	>5
Subtotal	**3**				
Office of Information and Communications Technology					
Enterprise Applications Centre New York	1	P-4	Project Manager	Continuation	>5
	1	P-3	Business Analyst (Inspira)	Continuation	4
	1	GS (OL)	Umoja/IMIS Helpdesk Assistant	Continuation	>5
Enterprise Applications Centre (New York office)	1	P-3	Information Systems Officer (troop contribution management project)	Continuation	>5
Enterprise Applications Centre (Bangkok office)	1	P-4	Project Manager (rations management system)	Continuation	3
	1	P-3	Information Systems Officer (fuel management system)	Continuation	4
	1	P-3	Development Officer	Continuation	>5
	1	P-3	Development and Production Support Analyst	Continuation	>5
	1	P-2	Associate Applications Support Officer	Continuation	>5

	Secretary-General's proposal (A/70/751)				
Entity	*Positions*	*Level*	*Title*	*Status*	*Years continued*
	1	GS (PL)	Customer Support Lead (Unite Service Desk)	Continuation	>5
	4	GS (OL)	Customer Support Representative (Unite Service Desk)	Continuation	>5
	2	GS (OL)	Customer Support Representative (Inspira)	Continuation	>5
	1	GS (OL)	Database Administrator	Continuation	>5
	1	GS (OL)	Administrative Assistant	Continuation	>5
Subtotal	**18**				
Subtotal, Department of Management	**37**				
Office of Internal Oversight Services					
Executive Office	–	2 months, 2 P-3	Leave replacement	Continuation	–
	–	2 months, 3 GS (OL)	Leave replacement	Continuation	–
Subtotal	–				
Investigations Division					
Vienna	1	D-1	Deputy Director	Continuation	>5
	1	P-5	Senior Investigator	Continuation	>5
	2	P-4	Investigator	Continuation	>5
	1	P-4	Forensic Investigator	Continuation	>5
	4	P-3	Investigator	Continuation	>5
	1	P-3	Investigator (from UNMIL)	Continuation	>5
	1	GS (PL)	Investigations Assistant	Continuation	>5
	1	GS (OL)	Investigations Assistant	Continuation	>5
Entebbe	3	P-3	Investigator	Continuation	>5
	1	NGS	Administrative Assistant	Continuation	3
Nairobi	1	P-4	Forensic Investigator	Continuation	>5
	1	P-3	Investigator	Continuation	4
UNMIL	1	P-5	Chief Resident Investigator	Continuation	3
	1	P-4	Investigator	Continuation	>5
	2	P-3	Investigator	Continuation	>5
	1	NGS	Administrative Assistant	Continuation	>5
UNMISS	2	P-3	Investigators	Continuation	>5
	1	NGS	Administrative Assistant	Continuation	3
MINUSMA	1	P-5	Chief Resident Investigator (from UNOCI)	Continuation	3
	1	P-4	Investigator (from UNOCI)	Continuation	>5

Entity	Secretary-General's proposal (A/70/751)				
	Positions	Level	Title	Status	Years continued
	2	P-3	Investigator (from UNOCI)	Continuation	>5
	1	P-3	Investigator (from Vienna)	Continuation	2
	1	NGS	Investigator (from UNOCI)	Continuation	3
MINUSCA	1	P-3	Investigator (from Entebbe)	Continuation	2
Subtotal	**33**				
Internal Audit Division					
MINUSMA	3	P-4	Resident Auditor (MINUSMA)	Continuation	3
	2	P-3	Resident Auditor (MINUSMA)	Continuation	3
MINUSCA	3	P-4	Resident Auditor (MINUSCA)	Continuation	2
	2	P-3	Resident Auditor (MINUSCA)	Continuation	2
Subtotal	**10**				
Subtotal, Office of Internal Oversight Services	**43**				
Executive Office of the Secretary-General	–	3 months, 2 GS (OL)	Leave replacement	Continuation	–
Subtotal, Executive Office of the Secretary-General	–				
Office of the United Nations Ombudsman and Mediation Services					
Regional Ombudsman Office (Entebbe)	1	P-4	Conflict Resolution Officer	New	–
Subtotal, Office of the United Nations Ombudsman and Mediation Services	**1**				
Office of Legal Affairs					
General Legal Division					
Administration of Justice Cluster	–	3 months, 1 P-4	Leave replacement	Continuation	–
Subtotal, Office of Legal Affairs	–				
Department of Public Information	–	1.5 months, 1 P-3	Leave replacement	Continuation	–
	–	1.5 months, 1 GS (OL)	Leave replacement	Continuation	–
Subtotal, Department of Public Information	–				
Department of Safety and Security					
Office of the Under-Secretary-General					
Integration Project Team	1	D-1	Project Team Leader	New	–
	1	P-5	Senior Project Manager	New	–

	Secretary-General's proposal (A/70/751)				
Entity	*Positions*	*Level*	*Title*	*Status*	*Years continued*
	1	P-4	Project Manager	New	–
Subtotal, Department of Safety and Security	**3**				
Secretariat of the Advisory Committee on Administrative and Budgetary Questions	1	P-5	Senior Administrative Officer	Continuation	1
Subtotal, Secretariat of the Advisory Committee on Administrative and Budgetary Questions	**1**				
Office of the High Commissioner for Human Rights					
Field Operations and Technical Cooperation Division					
Peace Missions Support Section (New York)	1	P-4	Human Rights Officer	Continuation	1
Subtotal, Office of the High Commissioner for Human Rights	**1**				
Total general temporary assistance positions (12 months duration)	**116**				
Total person-months	**41**				

Annex V

Advance purchase policy compliance report for the period from the third quarter of 2014 to the third quarter of 2015

	Compliance percentage				
Department	*Third quarter 2014*	*Fourth quarter 2014*	*First quarter 2015*	*Second quarter 2015*	*Third quarter 2015*
Advisory Committee on Administrative and Budgetary Questions	100.00	92.86	75.00	100.00	90.32
Department of Field Support	32.73	37.50	38.46	27.63	33.51
Department of Management	53.94	47.68	47.68	44.13	47.90
Department of Public Information	79.71	72.73	73.81	55.00	73.64
Department of Peacekeeping Operations	40.89	33.16	25.05	36.95	32.96
Department of Safety and Security	66.67	63.64	57.78	51.92	61.82
Office of Internal Oversight Services	61.98	77.78	88.57	94.29	74.14
Office of Legal Affairs[a]	41.18	91.49	72.12	61.98	69.20
Office of Legal Affairs only[a]	33.33	93.33	79.55	70.71	76.23
United Nations Office to the African Union	35.42	9.38	4.88	20.97	17.67
Office of the United Nations High Commissioner for Human Rights	67.00	56.00	56.00	59.00	59.60

[a] Office of Legal Affairs rates include rates for small offices at Headquarters for which OLA arranges travel.

Annex VI

Non-standard requirements for specialized information technology equipment, software and their ongoing support for the financial periods 2015/16 and 2016/17

A. Requirements by category

(United States dollars)

	2016/17 (A/70/731)	*2015/16*	*References for 2015/16*
Equipment			
Satellite Earth station	65 600	65 600	A/69/750, para. 485 (OICT)
Subtotal	**65 600**	**65 600**	
Software			
Fuel management system	23 800	23 800	A/69/751/Rev.1, table 10
Subtotal	**23 800**	**23 800**	
Software licences and fees			
Fuel management system	3 600	3 600	A/69/751/Rev.1, table 10
Contacts database	15 100	15 100	A/69/750, para. 485 (OICT)
Inspira	422 500	422 500	A/69/750, para. 420 (OHRM)
Subtotal	**441 200**	**441 200**	
Contractual services			
Ongoing support			
Secondary data centre	393 200	353 900	A/69/750, para. 485 (OICT)
Fuel management system	397 000	238 600	A/69/751/Rev.1, table 10
Rations management system	372 000	186 000	A/69/751/Rev.1, table 10
Satellite Earth station	36 500	36 500	A/69/750, para. 485 (OICT)
Contacts database	288 500	288 500	A/69/750, para. 485 (OICT)
Inspira (OICT)	942 900	942 900	A/69/750, para. 485 (OICT)
Inspira (Human Resources Information Systems Section)	255 100	255 100	A/69/750, para. 420 (OHRM)
HR website and HR Insight	–	161 100	A/69/750, para. 422
Subtotal	**2 685 200**	**2 462 600**	
Development of applications			
Fuel management system	316 800	475 200	A/69/751/Rev.1, table 10
Rations management system	558 000	744 000	A/69/751/Rev.1, table 10
Inspira (OICT)	134 000	134 000	A/69/750, para. 485 (OICT)
Inspira (Human Resources Information Systems Section)	387 400	387 300	A/69/750, para. 420 (OHRM)
Subtotal	**1 396 200**	**1 740 500**	
Total	**4 612 000**	**4 733 700**	

B. Requirements by project

	2016/17 (A/70/751)	*2015/16*	*References for 2015/16*
Secondary data centre	393 200	353 900	A/69/750, para. 485 (OICT)
Human resources website and HR Insight	–	161 100	A/69/750, para. 422 (OHRM)
Fuel management system			
Software	23 800	23 800	A/69/751/Rev.1, table 10
Software licences and fees	3 600	3 600	A/69/751/Rev.1, table 10
Contractual services — ongoing support	397 000	238 600	A/69/751/Rev.1, table 10
Contractual services — development of applications	316 800	475 200	A/69/751/Rev.1, table 10
Subtotal	**741 200**	**741 200**	
Rations management system			
Contractual services — ongoing support	372 000	186 000	A/69/751/Rev.1, table 10
Contractual services — development of applications	558 000	744 000	A/69/751/Rev.1, table 10
Subtotal	**930 000**	**930 000**	
Satellite Earth station			
Hardware	65 600	65 600	A/69/750, para. 485 (OICT)
Contractual services — ongoing support	36 500	36 500	A/69/750, para. 485 (OICT)
Subtotal	**102 100**	**102 100**	
Contacts database			
Software licences and fees	15 100	15 100	A/69/750, para. 485 (OICT)
Contractual services — ongoing support	288 500	288 500	A/69/750, para. 485 (OICT)
Subtotal	**303 600**	**303 600**	
Inspira			
Software licences and fees	422 500	422 500	A/69/750, para. 420 (OHRM)
Contractual services — ongoing support	1 198 000	942 900	A/69/750, para. 485 (OICT)
		255 100	A/69/750, para. 420 (OHRM)
Contractual services — development of applications	521 400	134 000	A/69/750, para. 485 (OICT)
		387 300	A/69/750, para. 420 (OHRM)
Subtotal	**2 141 900**	**2 141 800**	
Total	**4 612 000**	**4 733 700**	